



Scottish Government  
Riaghaltas na h-Alba  
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# Equally Safe

## Year One Update Report

November 2018



COSLA

“

Until we end violence against women, we cannot have true gender equality, either here in Scotland, or elsewhere around the world.

”

Nicola Sturgeon, First Minister of Scotland

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## FOREWORD



We are pleased to present the first annual progress report for Equally Safe, our strategy to prevent and eradicate violence against women and girls. This strategy was developed by the Scottish Government and COSLA in association with a wide range of partners from public and third sector organisations. It was first published in June 2014, with an updated version published in March 2016. Whilst the strategy provides an overarching framework for change, we recognise that we must take forward specific actions to realise our ambitions. In order to achieve this, and in partnership with a range of organisations, we developed our Equally Safe Delivery Plan. The Delivery Plan was published in November 2017 and promotes a collaborative approach that recognises the different roles and expertise of organisations from the public, private and third sectors. It contains a clear outcomes framework with indicators to demonstrate progress nationally and locally towards preventing and reducing this violence and tackling the pervasive inequalities that create the conditions for it.

There has been significant activity and progress in relation to a number of actions contained within the Delivery Plan and we are pleased with the progress that has been made. Some key pieces of work are highlighted within this report and we are confident we will continue to build upon our success during the coming year. However, let us be clear that there remains much to do if we are to realise our ambitions to make Scotland truly Equally Safe.

There is no doubt that our Equally Safe strategy demands major and sustained change but we firmly believe that, by continuing to work together to deliver on our shared commitments, we can realise our ambition of preventing and eradicating violence against women and girls. We can create a Scotland to be proud of, where all of our citizens are Equally Safe and violence against women and girls is consigned to history

A handwritten signature in black ink, appearing to read 'K. Parry'.

**Councillor Kelly Parry**  
COSLA  
Spokesperson for Community Wellbeing

A handwritten signature in black ink, appearing to read 'Christina McKelvie'.

**Christina McKelvie, MSP**  
Minister for Older People and  
Equalities

## INTRODUCTION AND OVERVIEW



Violence against women and girls is a fundamental violation of human rights. It has no place in our vision for a safe, strong and successful Scotland.

Equally Safe is Scotland's Strategy to prevent and eradicate violence against women and girls (alternatively known as gender based violence). For the purposes of the strategy and this report, violence against women and girls includes (but is not limited to):

- Domestic abuse
- Sexual Violence (including harassment, sexual assault and rape and child sexual abuse)
- Commercial sexual exploitation
- Child sexual exploitation
- So called "Honour" based violence, including female genital mutilation and forced marriage.

The gendered analysis that underpins Equally Safe recognises that women and girls are disproportionately affected by violence precisely because of their gender. It recognises that this violence stems from deep rooted and systemic gender inequality and the subordinate position women occupy in society in relation to men.

We recognise we will not make progress unless we tackle the root causes of women's inequality, and challenge the outdated gender stereotypes and societal attitudes towards women and girls that allow gender based violence to flourish. The Equally Safe Delivery Plan contains a total of 118 different actions across four overarching priorities in order to help us do this. The actions and activities in the plan are designed to deliver against these priorities and associated objectives. The purpose of this report is therefore to provide an insight and update into progress that has been made.



## OUR PRIORITIES

Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls

Women and girls thrive as equal citizens: socially, culturally, economically and politically

Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

## GOVERNANCE AND MONITORING PROGRESS

When the Delivery Plan was published in November 2017, the focus of the Scottish Government shifted to ensuring effective implementation of the actions within the Plan through collaboration between partners and key stakeholders. In order to ensure we took this forward effectively, we instituted fresh governance arrangements to identify emerging issues, drive progress, scale up participation, and maintain rigorous accountability. In doing so, we have instituted a refreshed Joint Strategic Board co-chaired at Ministerial/Spokesperson level by the Scottish Government and COSLA. This group will focus on influencing strategic direction and identifying major emerging issues in relation to gender based violence. We have also formed a Joint Delivery Group, co-chaired at official level by the Scottish Government and COSLA. Its main focus will be to ensure that every agency and organisation are delivering their commitments under the Delivery Plan. These groups will be complemented by a Stakeholder Advisory Forum, to harness the expertise of organisations and academics in this field, and an Experience Expert Panel, to ensure that we continue to build on learning from our pilot participation projects to ensure that lived survivors of gender based violence continue to influence the implementation of the plan.

With funding from the Scottish Government, COSLA has recruited an Equally Safe Policy Co-ordinator in September 2018. This post ensures further focus to COSLA's leadership and implementation of Equally Safe across Local Authorities in Scotland.

The next 12 months of COSLA's activity to drive forward Equally Safe implementation with Scotland's 32 local authorities has been defined and approved by the Community Wellbeing Board. The COSLA Equally Safe Action Plan outlines a broad range of activities that will be driven forward across the period November 2018 to the end of October 2019.

Through the life of the Delivery Plan, the Scottish Government will receive updates from agencies and organisations in relation to their progress against the actions and objectives within the Plan. COSLA's Community Wellbeing Board will raise awareness of the need for the adoption of a holistic response to the ambitions of Equally Safe across COSLA's Boards and will track and report on all linked progress.

A progress report will continue to be published on an annual basis over the lifetime of the Plan.

The narrative on pages 8 to 26 sets out key achievements against some of the actions and associated objectives. It also outlines how we intend to build on this success and move forward.

The table at Annex A also provides updates against all of the 118 actions and forms part of this year one report.

Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls

Objectives

- Positive gender roles are promoted
- People enjoy healthy, positive relationships
- Children and Young People develop an understanding of safe, healthy and positive relationships from an early age.
- Individuals and communities recognise and challenge violent and abusive behaviour

**Summary of progress**

The Equally Safe strategy prioritises primary prevention and challenges the notion that violence is inevitable or acceptable. Many of the actions being delivered under this priority are intended to raise awareness and challenge the existing attitudes that create the societal conditions for gender based violence to flourish. A range of activity has been undertaken in the past year across Scotland to help us achieve our objectives under this priority. Much of this activity has also provided a foundation to build upon over the coming year. Actions have included:

- Expansion of the delivery of the Rape Crisis Sexual Violence Prevention programme in schools, to increase the understand of consent and healthy relationships.<sup>1</sup>

Rape Crisis Scotland (RCS) provide a national sexual violence prevention programme to local authority secondary schools across Scotland. Rape Crisis Centre Prevention Workers deliver workshops modules that cover gender, consent, sexual violence and how it can be prevented, sexualisation and pornography, social media, the impact of sexual violence and how to access support. The programme aims to provide consistency in approaches to the prevention of sexual violence and contributes to Equally Safe in its aim to address the systematic inequality, attitudes and assumptions that give rise to violence and abusive behaviour.

In March 2018, RCS received an additional £594k over 3 years from the Scottish Government Equality Budget to existing funding to roll out the programme to all 32 local authorities (11 in addition to those already covered). Through expansion of the programme RCS estimates that by 2020 they will have reached approximately 48%

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<sup>1</sup> Action 1.7 <https://www.gov.scot/Resource/0052/00528064.pdf>



local authority secondary schools, and will also have extended the reach of their local partnership and strategic work into all local authorities.

Feedback from young people continues to demonstrate high levels of accord with the messages of the workshops and that young people self-assess as having gained knowledge and understanding in relation to sexual violence.

The work carried out by Rape Crisis Scotland in secondary schools is complemented by a suite of other actions across organisations and Scottish Government sectors aimed at educating children and young people about 'consent' and healthy relationships, including a review of the personal and social education curriculum to investigate how consent is taught in schools, as well as a commitment to develop a set of key messages on healthy relationship for professionals working with young people.

Through these early interventions we hope to instil positive messages and realise our long term objective of preventing violence before it actually occurs.

However, our commitment to end violence against women and girls in the education sector also extends to our institutions where significant work has been undertaken by the University of Strathclyde and a variety of stakeholders, supported by the Scottish Government.

- On-going work with Universities and Colleges to ensure the provision of a safe environment for students and staff, utilising learning from the 'Equally Safe in Further and Higher Education Project'.<sup>2</sup>

Research has indicated that women students experience of a range of unwanted behaviour during their time as a student, ranging from 'everyday' verbal and non-verbal harassment, to serious episodes of stalking, physical and sexual assault. One in seven survey respondents has experienced a serious physical or sexual assault during their time as a student<sup>3</sup>. The issue of gender based violence at colleges and universities has increasingly risen in prominence and gained traction since the UK Taskforce was appointed to examine violence against women, harassment and hate crime affecting university students and high profile media cases throughout the UK.

The University of Strathclyde received over £600,000 of funding over two years from the Scottish Government Violence Against Women and Girls Justice Budget to pilot a 2 year project to develop an Equally Safe in Higher Education Toolkit for preventing gender-based violence within higher education institutions (£292,729 in 2016-17, and £311,231 in 2017-18). The toolkit takes forward the principles of the #emilytest campaign set up by Fiona Drouet, in memory of her daughter Emily. This campaign was set up after Mrs Drouet's daughter, Emily (who was a student at the University of Aberdeen) took her own life. Emily had been in a violent and abusive relationship with another student.

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<sup>2</sup> Action 1.23 <https://www.gov.scot/Resource/0052/00528064.pdf>

<sup>3</sup> [https://www.nus.org.uk/Global/NUS\\_hidden\\_marks\\_report\\_2nd\\_edition\\_web.pdf](https://www.nus.org.uk/Global/NUS_hidden_marks_report_2nd_edition_web.pdf)

*'We learned of the prevalence of sexual, emotional and physical violence on campuses in the worst possible way. We lost our adored daughter Emily after she suffered a campaign of abuse by a fellow student while in her first year of studying law. Whilst these issues are societal and not restricted to Further and Higher Education, the demographics of FE & HE mean students are at a significantly high risk. The development of the toolkit has given institutions a common platform to openly address gender based violence on campus. This has resulted not only in the implementation of the toolkit across Scotland, but in a commitment by many stakeholders in continually assessing the effectiveness of the approach and sharing of best practice. In this most difficult time for our family, we have been incredibly comforted and reassured by the resoluteness of this governmental team in protecting students by using the lessons learned from Emily's experience.'* **Fiona Drouet July 2018**

The Toolkit was developed at University of Strathclyde in close collaboration with a range of external partners and stakeholders and was launched in April 2018 by the Minister for Further Education and Science. It provides universities and colleges with a detailed and comprehensive set of resources to prevent gender based violence on their campuses. The Scottish Government has provided additional funding to support, amongst other things, the implementation and roll out of the Toolkit and its adaptation and adoption for the college sector. The April 2018 Letter of Guidance to the Scottish Funding Council<sup>4</sup> made clear the Scottish Government's expectations for institutions to adopt and adapt the Equally Safe in Higher Education Toolkit, use a Gendered Analysis in doing so, assess their own policies and practices against the Toolkit, and put in place measures to keep students safe and engaged with their studies while meeting the needs and diversity of survivors

The Scottish Funding Council has developed Outcome Agreement Guidance to support Universities and Colleges to put in place on the policies and procedures to tackle and prevent VAWG, which includes implementation of the toolkit. This Guidance was published in October of this year.

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<sup>4</sup> [http://www.sfc.ac.uk/web/FILES/AboutUs/SFC\\_letter\\_of\\_guidance\\_2018-19.pdf](http://www.sfc.ac.uk/web/FILES/AboutUs/SFC_letter_of_guidance_2018-19.pdf)



Universities Scotland has also taken the lead, working in collaboration with NUS Scotland, Colleges Scotland, college Development Network and members of the Gender Based Violence Support Cards Sub-Group in further developing the #emilytest concept through creation of gender based violence support cards, stickers and supporting materials for use by staff and students which will contain national helpline numbers and links to online resources. The support cards were formally launched by the deputy First Minister at Edinburgh Napier University on 27 September 2018.

In addition, the Student Awards Agency Scotland produced an infographic for use in its Social Media: for example, Linked IN which promotes Equally Safe in Further and Higher Education.

As Scotland's national funding body, we support Equally Safe in Further and Higher Education.

This is a great opportunity for students to learn that campuses are a place to live, study and flourish, with no place for sexual harassment and gender based violence.

**SAAS** | Student Awards Agency Scotland  
Funding your future

The infographic features a dark blue background. On the right side, there is a stylized, high-contrast profile of a woman's face in a lighter blue shade. The text is presented in white, with the main message enclosed in a white-bordered box.

Our institutions have an important role to play in tackling gender based violence. The launch of the Toolkit and ongoing work to provide supporting materials to raise awareness of gender based violence marks a significant turning point within our

institutions and sends a clear message that violence against women and girls is not accepted and will not be tolerated.

Although there is still work to be done in the wider sense, it is encouraging to note that following the launch of the toolkit, Institutions are increasingly recognising the role they have to play in addressing gender based violence and are taking forward their own initiatives.

## SPOTLIGHT

### Fearless Edinburgh

Earlier this year, following the launch of the Equally Safe in Further and Higher Education toolkit, a consortium of Edinburgh universities, colleges, Police Scotland and third sector launched “Fearless Edinburgh”, an innovative working group that aims to address sexual violence within the Higher Education sector. The partnership aims to harness a collective will among establishments and key partners to prevent sexual violence and create a culture of confidence to challenge behaviours and provide trauma-informed support for survivors through a whole institutional approach.

The partnership was commended by the then former Minister for Further Education, Higher Education and Science, Shirley-Anne Somerville who said:

*“The collaborative approach taken by the Fearless Edinburgh Partnership to tackle gender based violence is to be commended and is an example of how the Toolkit...can bring together effective partnerships to prevent violence, harassment and abuse happening on and off campus.”*

Our preventative approach extends further than the education sector. We acknowledge that harmful gender stereotypes and the manner in which women are portrayed in the media can play a crucial part in shaping society’s understanding of gender based violence.

- Successfully publishing refreshed media guidelines for reporting on domestic abuse.<sup>5</sup>

Traditionally violence against women remained largely hidden and was consigned to the private sphere. However, times are changing and society is increasingly shining a light on violence against women and girls.

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<sup>5</sup> Action 1.2 <https://www.gov.scot/Resource/0052/00528064.pdf>

Supported by the Scottish Government, Guidance 'What journalists need to know about the Domestic Abuse (Scotland) Bill' was published by Zero Tolerance in October 2017 following the introduction of the Domestic Abuse (Scotland) Bill in March 2017. This provides practical advice about the approach editors, journalists and media professionals should consider taking to ensure responsible reporting on violence against women where coercion and control is a particular feature. This complements their refreshed 'Handle with Care' Guidance (published December 2017) and their photography campaign 'One Thousand Words' in partnership with Scottish Women's Aid where acclaimed photographer and storyteller Laura Dodsworth captured the true images of domestic abuse, which do not necessarily involve depictions of physical violence.



The media has the potential to affect the way we think, understand and talk about violence within our respective communities. Responsible media reporting can therefore help us drive change and challenge the existing attitudes that have traditionally allowed violence against women and girls to flourish.

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<sup>6</sup> Image is courtesy of and is © Copyright Laura Dodsworth.





## SPOTLIGHT

### The 'Write to end VAWG' Media awards

The Write to End Violence Against Women Awards campaign is running its sixth annual awards for excellence in journalism.

This Zero Tolerance initiative seeks to promote higher standards in journalism by rewarding those committed to furthering the cause of gender equality through their work.

## SPOTLIGHT

### 'Violence Unseen' photography exhibition

Zero Tolerance and award winning photographer Alice Brown worked with groups and individuals affected by men's violence to create a series of photographs that explore the types of violence against women that are not acknowledged in mainstream society and remain unacceptably hidden. Between 3 September and 9

September 2018 Zero Tolerance 'VIOLENCE UNSEEN' photography exhibition showcased at a gallery in Edinburgh.

## Moving forward

We intend to build on our achievements and successes and will take forward a range of initiatives in the coming year.

These will include:

- Launching a major campaign on sexual harassment and sexism early 2019 to raise awareness and encourage behaviour change. The Scottish Government are working alongside Rape Crisis Scotland to further this commitment.
- The Scottish Government and Zero Tolerance, convening organisations from a range of sectors to explore the role of the media in preventing violence against women and girls.
- The Scottish Government will convene a round table on what more can be done to tackle online abuse and misogyny.



- With Scottish Government and COSLA support, Close the Gap will pilot an accreditation scheme for employers which will support employers to tackle gender based violence in their work place.
- The Scottish Government will bring forward a publicity campaign to coincide with the new domestic abuse offence coming into force, and to underline the message that psychological abuse in a relationship is unacceptable.
- COSLA will actively support key International Awareness Raising Campaigning action, including the UN Women's International 16 Days of Action for the Elimination of Violence against Women and the White Ribbon Campaign and will invite all Local Authorities to plan for and participate in a co-ordinated approach to 16 Days of Action for the Elimination of Violence against Women in 2019.
- COSLA will promote opportunities for Members, Office Bearers and staff members to develop greater awareness and understanding of the gendered analysis of violence and abuse and the scope of the strategy.
- COSLA will support its staff and Members to make gender competent decisions to deliver a Scottish society that embraces equality and mutual respect and rejects all forms of violence against women and girls. Robust gender competence enhancement will also inform part of the ongoing organisational development.

Women and girls thrive as equal citizens: socially, culturally, economically and politically.

Objectives

- Women and girls are safe, respected and equal in our communities
- Women and men have equal access to power and resources.

**Summary of progress**

We recognise that gender inequality is a root cause of violence against women and girls, and despite advances, there remains a persistent inequality between men and women. Many of the actions being delivered under this priority are intended to place women on a more equal footing with men, with access to the same power and resources. A range of activity has been undertaken in the past year across Scotland to help us achieve our objectives under this priority. Much of this activity has also provided a foundation to build upon over the coming year. Actions have included:

- Introducing the Workplace Equality Fund to address longstanding barriers in the labour market.<sup>7</sup>

The Scottish Labour market continues to be characterised by gender inequality and a significant gender pay gap and the Scottish Government and partner organisations are taking important steps to help bridge this gap.

The Workplace Equality Fund opened on 8 February 2018 and will support employers to reduce employment inequalities and discrimination. Nine projects will be funded (£315,608 for 2018/19) through the Fund's first round. These projects will:

- support women returners back into the finance sector;
- help a range of companies become age-inclusive;
- build flexible and agile workplaces for companies in the construction, STEM, finance, technology, and furnishing sectors;
- improve mental health in the workplace; and
- deliver training in leadership and boardroom governance to women in the technology sector.

A second round of applications opened on 2nd July 2018 and applications closed on 30th August 2018.

- Continuing to take forward a range of actions to tackle pay inequality, change workplace practices and workplace cultures to support gender equality.<sup>8</sup>

The Scottish Government have provided £205,000 to Close the Gap for July 2018-June 19 to challenge and change employment practices and workplace cultures. Close the Gap have developed a free online toolkit to assist employers to report their gender pay gap to comply with regulations. Funding donated to the Workplace Equality Fund will also be used to support employers deliver innovative solutions to overcome workforce inequalities, including helping them to identify and close their pay gaps.

We are also working to improve gender balance in subjects and areas that are traditionally male dominated.

- Delivering a STEM strategy for education and training.<sup>9</sup>

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<sup>7</sup> Action 2.22 <https://www.gov.scot/Resource/0052/00528064.pdf>

<sup>8</sup> Action 2.17 <https://www.gov.scot/Resource/0052/00528064.pdf>

<sup>9</sup> Action 2.11 <https://www.gov.scot/Resource/0052/00528064.pdf>

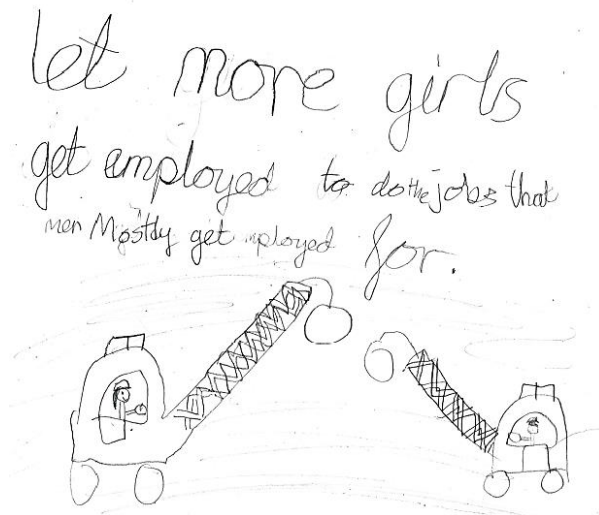


Image from The Everyday Heroes Participation Project.<sup>10</sup>

In October 2017, the Scottish Government published a 5 year STEM strategy aimed at increasing interest in STEM. The strategy also lays out measures for addressing gender bias and stereotyping and aims to combat inequality and shortages in Science, Technology, Engineering and Maths.

The STEM Strategy Implementation Group was established in December 2017 to oversee delivery of the Strategy and bring together data to help the process of implementation with membership from across various organisations and sectors. Equality is a key theme of the STEM Strategy which outlines a programme of actions for education, training and lifelong learning in Scotland to achieve our goals for STEM, including reducing equity gaps.

As part of the Strategy, it was announced on 7 June 2018 that the Improving Gender Balance Project would be extended and embedded across all schools in Scotland including early learning and child centres (ELC), primary and secondary schools. This project aims to tackle challenge unconscious assumptions around gender on subject uptake and career choice, particularly in relation to sciences, technologies, engineering and maths (STEM). To help deliver this, Education Scotland will be recruiting a dedicated team of officers to work with schools to improve gender balance and equity in STEM learning.

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<sup>10</sup> The Everyday Heroes Participation Project formed part of the Scottish Government's Participation Partnership to ensure that children and young people's views were considered during the development of the Equally Safe Delivery Plan.

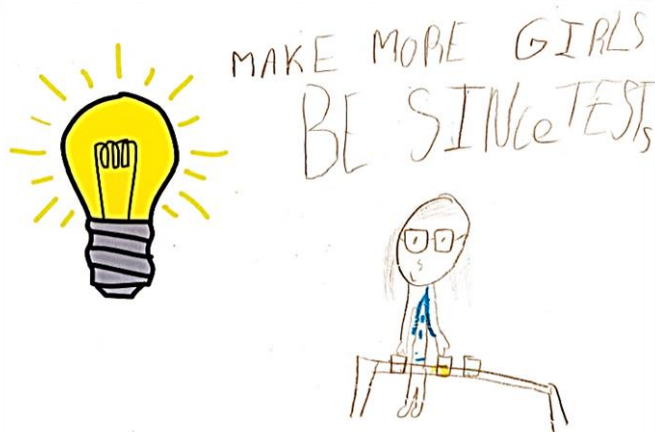


Image from The Everyday Heroes Participation Project.<sup>11</sup>

Our on-going work in education and employment should help us work towards shifting workplace culture and gender inequality in the work place and wider society. However, we recognise that our work in this area needs to extend challenging policies and provisions that actually put women and children at increased risk of harm.

- Continuing to set out strong opposition to the UK Government's policy of restricting benefits to 2 children and developing guidance for professionals who may be asked to act as third party assessors for the exemption where a child is conceived through rape.<sup>12</sup>

As of 6 April 2017 the UK Government introduced a cap on Child Tax Credit, Universal Credit and Income Support providing payment only for two children of a claimant. A two child limit for tax credit undoubtedly has a gendered impact as cutting support for families disproportionately affects women who are more likely to be the primary care givers or raise children alone after a relationship breakdown.

A number of exceptions to the cap are included, one of which allows women to claim for children 'born as a result of non-consensual conception' (the so-called 'rape clause').

To apply, a woman has to complete a 'Support for a child conceived without your consent' form 'with the help of an approved third-party professional'. In Scotland, UK Government consider this to be either a healthcare professional (likely to be doctors, health visitors, midwives, and nurses), a registered social worker or a specialist third sector support agency, such as Rape Crisis.

Disclosure of sexual violence or coercion is extremely difficult in most circumstances but the requirement to do this to access welfare benefits may be additionally painful

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<sup>11</sup> The Everyday Heroes Participation Project formed part of the Scottish Government's Participation Partnership to ensure that children and young people's views were considered during the development of the Equally Safe Delivery Plan.

<sup>12</sup> Action 2.13 and 2.14 <https://www.gov.scot/Resource/0052/00528064.pdf>

for survivors. To ensure that women seeking such an assessment receive the right support, the Scottish Government, with support from COSLA, drafted a guidance document for healthcare and social work staff. It contains advice on supporting people seeking assistance with the above exemption.

The guidance document has been drafted in consultation with a wide range of stakeholders and it was issued as a joint letter from the Chief Medical Officer, Chief Nursing Officer and Chief Social Work Adviser on 12 October 2018.

The Scottish Government and COSLA continues to reiterate their strong opposition to this policy and the disproportionate impact it has on women.

### **Moving forward**

We intend to build on our achievements and successes and will take forward a range of initiatives in the coming year and will take forward a range of initiatives in the coming year.

These will include:

- Working with key stakeholders under the labour market strategy to understand issues of occupational segregation to ensure greater equality within the labour market.
- Implementing the Gender Representation on Public Boards (Scotland) Act 2018 and provide guidance on the new requirements for women's representation on public boards, making Scotland the only part of the UK to have this standard.
- A Scottish Government response to recommendations on how to improve gender equality in Scotland from the First Minister's National Advisory Council and give early consideration to the Advisory Council's advice on putting in place a robust process to ensure that the next and future programmes for government are gender sensitive.
- COSLA will continue to work to promote female representation in local decision making and representational politics.

Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.

#### Objectives

- Justice responses are robust, swift, consistent and coordinated.
- Women, children and young people access relevant, effective and integrated services.
- Service providers competently identify violence against women and girls, and respond effectively to women, children and young people affected.

### **Summary of progress**

We recognise the importance of ensuring that women and children are supported and that service providers identify violence against women and girls and respond effectively. A range of activity has been undertaken in the past year across Scotland to help us achieve our objectives under this priority. Much of the activity has also provided a foundation to build upon over the coming year. Actions have included:

- Ensuring appropriate funding so that court case waiting times for criminal domestic abuse cases are in line with agreed targets.<sup>13</sup>

The court process can be particularly difficult for women survivors of domestic abuse. From 2015-2018, additional Scottish Government funding of £2.4 million per year was provided to Scottish Courts and Tribunal Service (SCTS) and The Crown Office and Procurator Fiscal (COPFS) Service to help reduce court waiting times for criminal domestic abuse cases. The vast majority of cases are now being called within 8-10 weeks of first calling. The Scottish Government have now baselined funding of £2.4 million to the Courts and Crown Office to pay for the judiciary, court staff and fiscals to ensure the efficient progress of domestic abuse cases through the court continues.

Investment of an additional £1.1 million funding (2018-19) from the Justice Budget announced in August 2018 will also allow COPFS and SCTS to allow trials involving rape to start at the earliest opportunity and to minimise the distress caused to victims. This complements work being taken forward by a multi-agency group with representation from the COPFS, Police Scotland and RCS to explore a pilot to visually record adult complainer's initial police statements to be used in any subsequent trial. Research has been separately commissioned for the Scottish

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<sup>13</sup> Action 3.26 <https://www.gov.scot/Resource/0052/00528064.pdf>



Centre for Crime and Justice Research (SCCJR) to build the evidence base on rape complainer's experiences of the justice system. The project will report in spring 2019.

A new facility located in Glasgow area has received Scottish Government funding of £950,000 to upgrade the suites provided for child and other vulnerable witnesses who require to use special measures to give evidence. These new and dedicated facilities aim to significantly improve the experience of the most vulnerable witnesses in the justice system by offering non-court spaces designed and equipped to cater for different age groups with flexible layouts and break out areas. The facility will ensure a compassionate and trauma-informed service is provided with victims at the heart of the planning process. This bespoke centre will create the opportunity to greatly improve the processing of cases where special measures are required and, through building confidence, the frequency of their uptake.

In addition, the Cabinet Secretary for Justice has convened a dedicated task force to improve victims' experiences of the justice system. Building on work taken forward by justice agencies in recent years, the task force will drive delivery of government commitments to ensure victims' voices are heard, to streamline their journey through the criminal justice system, and to provide wide-ranging support and accessible information through the process. It will hear evidence directly from victims on their experiences of the justice system and membership will include senior decision-makers from justice agencies and voluntary sector partners, including those who directly represent victims.

The Scottish Government's work to improve services for women and children also extends to on-going improvements in service delivery for children and adults who have experienced rape and sexual assault.

- Considering the best model for design and delivery of forensic medical services.<sup>14</sup>

In March 2017, the Cabinet Secretary for Justice and the Cabinet Secretary for Health and Sport established a Taskforce for the improvement of services for adults and children who have experienced rape and sexual assault, under the leadership of the Chief Medical Officer for Scotland, Dr Catherine Calderwood. The Scottish Government commissioned Healthcare Improvement Scotland (HIS) to develop new National Standards to ensure consistency in approach to Healthcare and Forensic Medical Services for anyone who has experienced rape or sexual assault. These standards were published in December 2017. The SG has committed £2.25m in the current financial year to support Boards to imbed the standards and make improvements to existing services.

A rigorous options appraisal exercise has been carried out to determine the optimal model and configuration of rape and sexual assault forensic medical and healthcare services in Scotland, involving a wide range of stakeholders - which was informed by

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<sup>14</sup> Action 3.23-3.25 <https://www.gov.scot/Resource/0052/00528064.pdf>

the views of people with lived experience. The clear preference was for a multi-agency, co-ordinated approach to help deliver a holistic, smooth pathway and the highest quality of person centred care, treatment and support - delivered as close as possible to the point of need and supported by a dedicated Centre of Excellence. The Scottish Government are working closely with Health Boards to produce a fully costed model for the delivery of equitable and sustainable services (in line with the national HIS standards and the agreed model and configuration of services) – and to support the implementation of those plans.

The Scottish Government will consult on proposals to clarify in legislation the responsibility for forensic medical examinations to ensure that access to healthcare, as well as a forensic medical examination for victims of rape and sexual assault, is a NHS priority and consistently provided for throughout Scotland.

We have also committed to continuing work with partners such as NHS Education Scotland, to achieve a gender balance of professionals trained to undertake forensic medical examinations so that where a victim requests the specific gender of the forensic examiner involved in their care, this can be met.

Healthcare Improvement Scotland are developing quality indicators to underpin the published standards. This work should be completed by December 2018. The indicators will allow for standardised monitoring and will support on-going improvement across the country. Arrangements for future (healthcare led) audit and inspection will be put in place to ensure that performance of these services is appropriately monitored, evaluated and reported.

The Scottish Government has also recognised the benefit of mainstream, specialist and third sector services that allow for flexibility to reflect local circumstances and the Delivery Plan includes a variety of actions to help improve service delivery at a local level. Violence Against Women Partnerships (VAW Partnerships) are the multi-agency mechanism to deliver Equally Safe at a local strategic level.

- Supporting local multi-agency Violence Against Women Partnerships (VAW Partnerships) in their improvement journey.<sup>15</sup>

The Scottish Government has funded the Improvement Service (IS) to provide ongoing support to all VAW Partnerships across Scotland to help ensure they have the capacity and capability to progress the priorities set out in Equally Safe at a local level. Since November 2017, the IS has provided bespoke support to local VAW Partnerships across the country in areas such strategic development, performance management, self-assessment and improvement planning. The IS has also continued to coordinate the National VAW Network, which brings together VAW Partnerships across Scotland to share information, learning and resources and ensure that a coordinated approach is taken to tackling violence against women and girls at local and national level.

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<sup>15</sup> Action 3.7 <https://www.gov.scot/Resource/0052/00528064.pdf>

To support VAW Partnerships to measure the progress being made to implement Equally Safe at a local level and identify any areas for improvement, in May 2018 the Scottish Government, COSLA and the Improvement Service published the 'Equally Safe Quality Standards and Performance Framework'. The Quality Standards aim to raise awareness of the types of services, policies and processes that are most effective in tackling violence against women and girls and capture data on the extent to which they are currently being delivered across Scotland. The Performance Framework aims to measure the impact that these services, policies and processes are having on the lives of people and communities affected by violence against women and girls. Collectively, the two resources aim to support VAW Partnerships to capture key performance data and facilitate a consistent approach to measuring and reporting on the progress being made to achieve the ambitions set out in Equally Safe to ensure that it is delivering real change for women and children in communities across Scotland.

Following the publication of the resource, the Scottish Government and COSLA wrote to all 32 Council Leaders and Chief Executives across Scotland in May 2018 to seek their assistance in ensuring that it was implemented locally. The Equally Safe Quality Standards and Performance Data Returns for 2017/18 highlight:

- There are strong examples of collaborative working taking place in local authority areas across Scotland, with third sector and public sector partners working together to ensure a joined-up and strategic approach is taken to improving outcomes for women and children affected by violence and abuse. There are also positive examples of VAW Partnerships strengthening their links with other local strategic partnerships with a key role to play in improving the safety and wellbeing of women and children, including Health and Social Care Partnerships, Community Justice Partnerships and Community Safety Partnerships. However, there are opportunities for local multi-agency and partnership working to be further strengthened in the years ahead and help ensure that best use is made of all available knowledge, skills and resources.
- A significant amount of work is taking place in local authority areas across Scotland to ensure that women, children and young people affected by violence and abuse receive early and effective interventions. However, there are opportunities for local authority areas to further build on this work in the years ahead, as well as to adopt a preventative approach to tackling violence against women and girls.
- There are currently gaps in data which limit both our understanding of the scale and prevalence of violence against women and girls in local authority areas across Scotland, and the impact that interventions are having on women and children's levels of safety and wellbeing. However, there is a significant level of commitment amongst stakeholders to work together address these gaps.

A full report of the learning from the first year of the Equally Safe Quality Standards and Performance Framework data returns will be published in early 2019.

No single agency or organisation has the power or resources alone to achieve the ambitions and aims set out in Equally Safe. The focus on collaborative working that underpins that Strategy and the respective commitments within the Delivery Plan to strengthen multi-agency and partnership working demonstrate our recognition that it is only by working together that we can drive progress and change both at both a national and local level and achieve our overall aim of preventing and eradicating violence against women and girls.

## **Moving forward**

We intend to build on our achievements and successes and will take forward a range of initiatives in the coming year that continue to keep survivor's lived experience at the fore .

These will include:

- Exploring a pilot of recording a complainer's initial statement to the police to be used as evidence in chief in any subsequent trial.
- Launching a consultation in November on how to improve multi-agency interventions for victims of domestic abuse who are at high risk of harm, so that they can receive better support and are kept safer.
- Continuing to work with others, such as NHS and Education Scotland to achieve a gender balance for professionals trained to undertake forensic medical examinations so that a victim's request for an examiner of a specific gender can be met.
- Taking forward our work with key stakeholders to consider how the Barnahus concept for immediate trauma-informed support for child victims of serious and traumatic crimes can operate within the context of Scotland's healthcare and criminal justice system.
- Continued support of the RCS National Advocacy Project which support victims through the criminal justice process (£1.85m to RCS in 2015-18 and £1.7m in 2018-20).
- Taking forward a Female Genital Mutilation Bill to strengthen the protection of women and girls from this extreme form of gender based violence.
- Considering how support for service providers supporting harm reduction and exit for those engaged in prostitution could be enhanced and continuing to work to reduce harm and increase opportunities for women to leave prostitution, including establishing a multi-agency group to tackle the issues that can lead to someone being exploited in this way.
- A significant focus of COSLA's work over the next three years will be to ensure that statutory services including health, education, social work and housing are increasingly competent in identifying and responding effectively to violence against women and girls. Local authorities, Community Planning Partnerships, Health and Social Care Partnerships and Local Violence Against Women Partnerships are central to this becoming a reality

Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

Objectives

- Justice responses are robust, swift, consistent and coordinated.
- Men who carry out violence against women and girls are identified early and held to account by the criminal and civil justice system.
- Relevant links are made between the experience of women, children and young people in the criminal and civil system.

**Summary of progress**

We recognise the importance of holding perpetrators of gender based violence to account and that our legislation reflects the reality of gender based violence. A range of activity has been undertaken in the past year across Scotland to help us achieve our objectives under this priority. Much of this activity has also provided a foundation to build upon over the coming year. Actions have included:

- Passing The Domestic Abuse (Scotland) Act 2018.

Attitudes towards domestic abuse are undoubtedly changing and the passing of this legislation marks a watershed moment in which the destructive impact of coercive and controlling behaviour is recognised by the law. The Act creates a specific offence of domestic abuse that will cover not only physical abuse, but other forms of psychological abuse that may be difficult to prosecute under the existing law, and recognises domestic abuse is experienced by victims as an ongoing course of conduct, and not simply a series of isolated instances of, for example, assault or threatening behaviour. This new offence is an important step towards increasing awareness for victims who do not realise they are victims of domestic abuse. It provides a clarity for women and girls who can now explicitly see that what their partner/ex-partner has done (or is doing) is wrong, will not be tolerated and can be dealt with under the law.

Safelives are working collaborative with Police Scotland to deliver 'Domestic Abuse Matters Scotland' in preparation of the implementation of the Act. This programme will allow 14,000 officers and staff to be trained in identifying controlling and coercive behaviour.

Our activity in this area is not solely limited to making improvements in the law, but we have also recognised the importance of holding perpetrators to account and working with them to help change their behaviour.

- Expanding the innovative Caledonian Programme.<sup>16</sup>

The Caledonian System works with men convicted of domestic abuse related offences to help them recognise and take responsibility for their abuse, and to help reduce their reoffending.

In April, the Scottish Government announced additional funding from Violence Against Women and Girls Justice budget of £2.8 million over two years (2018-20) to expand the Caledonian Programme.

Local Authorities not currently delivering Caledonian were invited to bid for this funding to support the roll-out of Caledonian System within their area. Successful bidders have now been announced and 19 Local Authorities now benefit from Caledonian.

### **Moving forward**

We intend to build on our achievements and successes and will take forward a range of initiatives in the coming year.

These will include:

- Running a campaign to raise awareness of coercive control and domestic abuse to coincide with the implementation of the Act which we anticipate will come into force in early 2019. The Scottish Government will engage with key stakeholders as the campaign is developed.
- Developing multi-agency domestic homicide reviews with Police Scotland and partners learning from practice from other jurisdictions.
- Consulting during 2018 on further protections for those at risk of domestic abuse through new protective orders
- Considering responses to the current consultation on the terms of the child cruelty and neglect offence contained in the Children and Young Persons Act 1937, including proposals for the law to be modernised to include emotional abuse.
- Introducing to Parliament a Family Law Bill, including proposed measures to further ensure that the child's best interest is at the centre of any contact and residence cases; that cases are dealt with effectively and efficiently by the courts; and to further protect domestic abuse victims in such cases.

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<sup>16</sup> Action 4.8 <https://www.gov.scot/Resource/0052/00528064.pdf>



## **NEXT STEPS**

This is the first annual report on progress against the Equally Safe Delivery Plan published in November 2018.

Over the next year the Scottish Government will continue to coordinate the implementation of the actions in the Delivery Plan. The next 12 months of COSLA's activity to drive forward Equally Safe implementation with Scotland's 32 local authorities has been defined and approved by the Community Wellbeing Board. It outlines a broad range of activities that will now be driven forward across the period November 2018 to the end of October 2019.

Members of the Joint Strategic Board and Joint Delivery Group will play an important role in driving progress and holding partners to account.

A second progress report will be published by the end of 2019.

No	What	Timescale	Who	Progress
1.1	Run a campaign to raise awareness of coercive control and domestic abuse, following the expected passage of the Domestic Abuse (Scotland) Bill currently before Parliament	2018/19	Scottish Government	The Bill was passed in February 2018. The Scottish Government is in the process of developing an awareness raising campaign to coincide with implementation of the Act. The Scottish Government will be engaging with key stakeholders as the campaign is developed. The Act will come into force in early 2019.
1.2	Publish refreshed media guidelines for reporting on domestic abuse	Dec-17	Zero Tolerance	The Zero Tolerance Guidance for Journalists on Domestic Abuse was published on 7 December. The refreshed guidance can be viewed at: <a href="http://www.zerotolerance.org.uk/resources/what-journalists-need-know-about-domestic-abuse-scotland-bill?destination=node%2F333%3Fpage%3D1">http://www.zerotolerance.org.uk/resources/what-journalists-need-know-about-domestic-abuse-scotland-bill?destination=node%2F333%3Fpage%3D1</a>
1.3	Raise awareness of sexual violence at an individual, agency and societal level	Campaign planned for summer 2019	Scottish Government, in partnership with third sector, including Rape Crisis Scotland	The Scottish Government and Rape Crisis Scotland plan is to develop and run a major national campaign on sexual harassment and sexism, to raise awareness and encourage behaviour change with a broad societal approach. This was reinforced as a key commitment within the Programme for Government 2018/19. Officials are taking forward the development of the campaign with Marketing colleagues and Rape Crisis Scotland. We are currently in the desk research phase, with plans to engage with key stakeholders for their thoughts on developed materials in the new year.
1.4	Run a major national campaign on sexual harassment and sexism, to raise awareness and encourage	Campaign planned for summer 2019		The Scottish Government and Rape Crisis Scotland plan is to develop and run a major national campaign on sexual harassment and sexism, to raise awareness and encourage behaviour change with a broad societal approach. This was reinforced as a key commitment within the Programme for Government 2018/19. Officials are taking forward the development of the campaign with Marketing colleagues and Rape Crisis Scotland. We are currently in the desk research phase, with plans to engage with key stakeholders for their thoughts on developed

No	What	Timescale	Who	Progress
	behaviour change			materials in the new year.
1.5	Reimagine the Zero Tolerance campaign for a modern audience, with a focus on intersectionality and less well known forms of gendered violence	2017-18	Zero Tolerance	End 2017, Zero Tolerance worked with a photographer to take some new pictures, representing issues/groups such as Commercial Sexual Exploitation, FGM, transgender women and disabled women. They also held a number of focus groups (including women with learning disabilities, physical disabilities, young women, LGBTQ women, and migrant women) for feedback on the images and input on messaging. Zero Tolerance held an exhibition from the 3rd to the 9th September at Stills art gallery in Edinburgh, with a launch event on the 3rd. It was designed as a travelling exhibition, and the Scottish Government are working with various partners and participants to work out the best ways to take the images and messages further.
1.6	Continue to support work with our partners in the statutory, third sectors and affected communities to raise awareness of so-called honour based violence, including Female Genital Mutilation and Forced Marriage	2017-20	Scottish Government	Awareness raising workshops on Forced Marriage are being developed in partnership with third sector organisations. A range of partners also continue to deliver training on FGM.

No	What	Timescale	Who	Progress
1.7	Expand the delivery of the Rape Crisis Sexual Violence Prevention Programme in schools, to increase understanding of consent and healthy relationships	2018-20	Rape Crisis Scotland  Scottish Government	The RCS national programme manager started at the end of April 2018. All new prevention workers have now been recruited; workers covering East and Mid Lothian, West and East Dunbartonshire, Renfrewshire, East Renfrewshire and Inverclyde are already in post at Edinburgh and Glasgow RC centres. The workers covering North and South Ayrshire and West Lothian will begin their posts at the STAR Centre and Edinburgh RC in early July. The Support and Development worker for Moray started in post in late June and preparations for the development of the Moray service are underway. Prevention work in the Western Isles will be delivered twice a year by workers from the existing prevention network.
1.8	Deliver the Mentors in Violence Prevention Programme to ensure that young people better understand positive and healthy relationships and stand up to violence and toxic masculinity	2017-18	Education Scotland	MVP has expanded delivery from 19 to 22 local authorities, with initial training completed in the newly engaged authorities of West Lothian, Aberdeen city and Dundee. Staff and partners from 161 schools have now been trained. A new scenario on knife carrying has been created in partnership with No Knives Better Lives.
1.9	Through a review of Personal and Social Education (PSE), investigate how	By end 2018	Scottish Government	Education Scotland carried out a thematic inspection of PSE in schools. One of the key messages from the inspection was that there should be a greater focus on the issue of consent. Scottish Government is working with stakeholders such as rape crisis to reform the curriculum. The review is likely to be completed by the end of 2018.

No	What	Timescale	Who	Progress
	consent is taught within early years, primary and secondary schools			
1.10	Through the White Ribbon Campaign, increase the number of men and boys becoming actively involved in challenging the negative attitudes and behaviours which serve to condone gender based violence	2017-20	White Ribbon Scotland	<p>Since November 2017 White Ribbon Scotland (WRS) have seen gains in the number of pledges taken 'never to commit, condone or remain silent about violence against women in all its forms'; with the total number of pledges currently standing at 14,750; which compares well to the 32,100 pledges achieved for England &amp; Wales as a whole. WRS continues to train new volunteers to carry forward the grassroots messages which are designed to tackle the attitudes and behaviours which condone and perpetuate VAW. Currently over 230 volunteers have received this training across 12 geographical areas and Scottish Prison Service establishments, with plans in place over the next three years to recruit, train and support new volunteers in extended roles across Scotland. They have been working closely with other organisations, public bodies and elected officials resulting in collaborations with a wide range of partners. As a result of these collaborations there has been on-going campaigning such as a WRS school week, WRS week being developed within bookmakers shops with Bob Doris MSP, work with young footballers linked to Queen of the South FC, awareness raising and volunteer recruiting by drawing attention to the campaign through decals on all Dumfries and Galloway Council vehicles, WRS courses embedded in some prison establishments, on-going delivery of WRS messages to council staff, public engagement at Glasgow Central Station in conjunction with the BTP, prominent public pledge signings by senior officials, liaising with Gavin Newlands MP in respect of work with Paisley Rugby Club and Renfrew FC and stalls at conferences such as NUS Scotland and the Perth Secondary Schools' Equality Conference.</p>
1.11	Pilot the development of	2017-20	Zero Tolerance	The whole school approach pilot was carried out in two schools, for the purpose of testing the model, and developing and refining materials.

No	What	Timescale	Who	Progress
	a 'whole school' approach to tackling gender based violence		Rape Crisis Scotland  Education Scotland	The coordinator worked with staff and students to assess current issues in relation to gender equality and gender based violence (GBV), and then to implement a range of measures to enhance the curriculum, policy framework, staff capacity and capability, young people's engagement and leadership, with an action group to lead on planning and delivery. In both schools many staff and students were very keen to engage and welcomed the opportunity to address issues which were already of concern to them. The pilot has strengthened the materials and equipped us with a good grasp of logistics with which to progress next year's pilot in two new schools, which will be evaluated by our partners at University of Glasgow. Further, an advisory group with membership including voluntary sector, Scottish Government, Education Scotland, EIS, NHS, Improvement Service and Scottish Youth Parliament has been established to help navigate questions around the direction of the model post-pilot. Focus groups to ensure the perspectives of young people with protected characteristics are included will take place in late August, and logo design is underway to strengthen the programme's identity. Lessons learned from the first year of the pilot have been shared at the Cross Party Group on Men's Violence Against Women in the presence of the Deputy First Minister.
1.12	Explore further what good prevention work looks like at national and local levels, to better understand the impact of our interventions and shape future work in this area	2017-20	Scottish Government Zero Tolerance Scottish Women's Aid  Rape Crisis Scotland	As part our governance arrangements for the Strategy, the Scottish Government will establish a Stakeholder Advisory Forum where it is hoped stakeholders can explore a range of topics and share expertise, including exploring what good prevention works looks like and how we can shape our future work in this area.

No	What	Timescale	Who	Progress
1.13	Convene organisations from a range of sectors to explore the role of the media in preventing violence against women and girls, and identify further steps that could be taken in this area	2018/19	Scottish Government  Women's organisations  Media organisations	<p>The Scottish Government has agreed a proposal from Zero Tolerance to expand our Write to End Violence Against Women Awards (now in its sixth year) to include a pre-awards seminar. This event will bring together established and early-career journalists, editors and members of the women's sector to share our learning over the past six years, and to put in place concrete steps for improving media coverage of VAWG the next few years. The event will include a workshop for journalists (particularly aimed at journalism students) on reporting on violence against women, discussion tables, guided by Zero Tolerance staff and a panel including past awards winners and editors aimed at producing practical actions for the next six years.</p>
1.14	Deliver the Challenging Demand programme to raise awareness of commercial sexual exploitation and build capacity across organisations to address it	2017-20	Women's Support Project	<p>The Inside Outside exhibition of the voices, photographs and stories of women in the sex industry has toured 13 locations since its launch in March 2017. Materials from the exhibition are used with local Violence Against Women Partnerships for training and building capacity around commercial sexual exploitation. Through the Encompass Network the Women's Support Project are leading on joint work with Police Scotland for the further piloting of the SHAW (support health and well-being visits) as a way to engage with women involved in the sex industry in the indoor settings.</p>

No	What	Timescale	Who	Progress
1.15	Through the Developing the Young Workforce programme, develop a holistic approach towards addressing gender stereotypes and norms in schools and education settings	Ongoing	Scottish Government	<p>To advance equality throughout the education system, schools are embedding equality within Curriculum for Excellence. This is being progressed through a clear communication of career options, with significant involvement from employers and colleges. This work is actively targeting equality groups to promote diverse participation across gender, ethnicity, young people with disabilities and care leavers.</p> <p>Delivery partners, Skills Development Scotland (SDS), have set out in their Modern Apprenticeship Equality Action Plan a range of actions to promote more diversity in the successful uptake of Modern Apprenticeship frameworks.</p> <p>Similarly, the Scottish Funding Council has developed a Gender Action Plan to address imbalance on college super courses and university courses. Working in partnership with Skills Development Scotland and Education Scotland, SFC will encourage greater collaboration between our institutions and schools, with a focus on tackling gender imbalances at all stages of the learner journey.</p>
1.16	Develop a resource for early learning and childcare practitioners on promoting gender equality	Mar-18	Care Inspectorate Zero Tolerance	<p>The Care Inspectorate and Zero Tolerance are co-producing a practice resource promoting gender equality in ELC settings in collaboration with ELC umbrella organisations. The focus of the resource will be to share practice examples in order support practitioners working in a range of ELC settings to promote gender equality and counter gender stereotyping in a non-threatening way. The resource will update 'Just Like a Child' and will include references to helpful resources such as books and play materials. It will adopt a similar model to 'My World Outdoors', 'Space to Grow' and 'Our Creative Journey' featuring practitioners narrating how they have made a difference to children through play and activities. The Care Inspectorate's view is that given the current push to increase the gender balance of the workforce under the expansion, producing an improvement resource regarding children's experience in ELC settings would make a helpful contribution to the equality agenda. The resource is in the final stages of drafting and it is hoped that it will be launched in October 2018.</p>



No	What	Timescale	Who	Progress
1.17	Work with early learning providers and schools to help them recognise and address unconscious bias and gender stereotyping, including steps to embed good practice from the successful Institute of Physics <i>Improving Gender Balance</i> project across all schools	June 2018 onwards	Scottish Government, with equalities and third sector organisations	As part of the STEM Strategy for Education and Training, it was announced on 7 June 2018 that the Improving Gender Balance project would be extended and embedded across all schools in Scotland including early learning and child centres (ELC), primary and secondary schools. To help deliver this, Education Scotland are recruiting a dedicated team of officers to work with schools to improve gender balance and equity in STEM learning. Although an action within the STEM strategy, the work will continue to prioritise tackling the root causes of gender imbalances through whole school/setting approaches. The focus of the Improving Gender Balance Programme will be widened out beyond STEM to other curriculum areas and, as appropriate, to other equality and equity issues.
1.18	Provide more support for teachers on equality issues, including through the development of an online resource on relationships, sexual health and parenthood information for teachers and youth workers	Resource produced by end 2019	Scottish Government and partners on LGBTI Inclusive Education Working Group	The developers have set up the resource online with draft content and materials for each level (Early Years, P2-P4, P5-P7, S1-S2, S3, S4-6). All of the content is available for feedback from health and education professionals, learners and parents/carers to enable rolling development and refinement. This resource is on course for publication in summer 2019. Progress can be monitored at <a href="http://rshpe.scot/">http://rshpe.scot/</a>

No	What	Timescale	Who	Progress
1.19	Develop a set of key messages on healthy relationships and consent for anyone working with young people, in line with the actions set out in the Pregnancy and Parenthood in Young People Strategy	Early 2018	Scottish Government, with key partners	The Key Messages on Consent and Healthy Relationships for professionals working with young people will be published to align with the PSE review to ensure messages around consent and healthy relationship are streamlined. A series of Key Messages for young people directly, one for 14 years old and above and one for primary school age, are also under development.
1.20	Following publication of the refreshed approach to addressing bullying in schools (including bullying based on sexism and gender), develop guidance for monitoring and recording incidents	Working group to be established in 2018	Scottish Government	A consistent and uniform approach to recording and monitoring incidents of bullying in schools has been developed and agreed by a short life working group. The Deputy First Minister agreed to the group's recommendations regarding amendments to SEEMiS (the schools' information management system). The first phase of amendments to SEEMiS was completed in September 2018, enabling schools and local authorities identified for the phase one roll out of the new system to begin recording and monitoring incidents of bullying. Further phasing of schools and local authorities will take place through 2018/19, along with further improvements to the SEEMiS system, with a view to a full roll out of the national standardised approach to recording and monitoring being in place by August 2019. Supportive guidance for local authorities and schools on recording and monitoring bullying incidents has been produced and published.

No	What	Timescale	Who	Progress
1.21	Promote prevention programmes within the wider context of positive relationships and behaviour in schools, and encourage the harmonisation of prevention approaches across local authorities	2017-21	Education Scotland	Education Scotland continues to deliver a suite of preventative professional learning resources nationally which promote positive relationships and behaviour. These include: nurturing approaches, restorative approaches, solution oriented approaches and Mentors in Violence Prevention. This is currently being linked with the wider national agenda around trauma informed approaches and Adverse Childhood Experiences to ensure consistent messaging. These approaches are also being advocated at local authority level and included in relationship policies.
1.22	Establish an Expert Group on Preventing Sexual Offending involving children and young people, to identify new ways to prevent sexual crime involving young people and mitigate the harm it causes	2017-19	Scottish Government	<p>The Expert Group on Preventing Sexual Offending Involving Children and Young People, chaired by Catherine Dyer CBE, former Crown Agent and Chief Executive of the Crown Office and Procurator Fiscal Service, met for the first time in January 2018.</p> <p>As part of its work, the Group will consider the breadth of harmful sexual behaviour and preventative measures that are effective against these, and will report back to the Scottish Ministers in March 2019.</p>
1.23	Work with universities and colleges to	2017-19	Scottish Government	Action is being driven by the Equally Safe in Further and Higher Education Working Group, which is meeting bi-monthly. <a href="https://beta.gov.scot/groups/equally-safe-in-further-and-higher-">https://beta.gov.scot/groups/equally-safe-in-further-and-higher-</a>

No	What	Timescale	Who	Progress
	ensure the provision of a safe environment for students and staff through learning and on campus action, utilising learning from existing practice, relevant recommendations for improvement, and learning from the 'Equally Safe in Higher Education' project		Higher education institutions  Further education institutions	education-working-group/  The Scottish Government have supported the University of Strathclyde in the development of a Toolkit, which contains a range of resources and good practice examples, to help Higher and Further Education institutions tackle gender based violence. The Toolkit was launched in April 2018. Additional Scottish Government funding of £396,308 over two years (2018 – 2020) has been provided to help with the implementation of the Toolkit in Scottish Higher Education Institutions, and adapt it for use in Further Education. Adoption of the policies and procedures outlined in toolkit, was a key feature of the Minister for Further Education, Higher Education and Science's Letter of Guidance to the Scottish Funding Council this year. Led by Universities Scotland, the development of Support Cards for use by staff in colleges and universities. These will contain national helpline numbers and links to online resources for staff. Some 150,000 cards were distributed in early September and the Support Cards was formally launched by the Deputy First Minister in September 2018.
1.24	Refresh the Scottish Government's corporate policy on violence against women, using the Zero Tolerance PACT Resource as a guide	2018/19	Scottish Government	The Scottish Government's HR team have revised our Fairness at Work policy in response to sexual harassment and are considering how best to reflect VAW issues. A short life working group will be set up to review the existing VAW policy against PACT guidance and best practice with a view to publishing on the Scottish Government intranet. We will also look at how to best support our staff, including training for front line HR staff.

No	What	Timescale	Who	Progress
1.25	Encourage employers to put in place robust processes to deal with instances of sexual harassment	2018-21	Scottish Government	The Scottish Government's work to embed a culture of fair work and fair work practices across all workplaces in Scotland is underpinned by the Fair Work Framework, published by the Fair Work Convention in 2016. Officials are working across government and with key stakeholders, including Ministers, employer bodies, trade unions and businesses, to develop an Action Plan which will identify a range of action aiming to encourage and help employers to be fair work employers, including in relation to the safety and health and wellbeing of employees. Ministers have committed to publish the Action Plan by the end of 2018.
1.26	Develop a pilot Equally Safe employer accreditation programme in order to lever better employment practice in tackling gender based violence experienced by the workforce	2018-20	Close the Gap COSLA	Close the Gap are in the early stages of developing the Equally Safe Employer Accreditation Programme. An Advisory Group met for the first time 17th April to discuss: a summary of existing research, an overview of project plan and key considerations for a scoping exercise. The programme will be piloted in local authorities with the view of larger roll out in the future. Close the Gap are in the process of deciding which Local Authorities will take part in the pilot project.
2.1	Improve strategic consideration of equality implications of spend for gender and other protected characteristics within the annual Equality Budgeting	2018-21	Scottish Government, with support of Equality Budget Advisory Group	The First Minister has given agreement to developing a focus on gender budgeting in the Economy portfolio, in order to test how government can increase and improve understanding of gender equality in policy making. This work has a number of activities including the commissioning of external experts to partner work to deliver improved Equality Impact Assessment with regard to gender on 2 policy developments and an external training programme for policy and analysts to improve understanding of the causes and impacts of gender inequality. This work will be progressed over 2018 and is led by officials in the Office of the Chief Economic Adviser (OCEA). Progress updates are provided to the Equality Budgeting Analysis Group (EBAG).

No	What	Timescale	Who	Progress
	process			
2.2	Develop a programme of engagement with key parts of Government to improve understanding of gender in policy making	2018-21	Scottish Government Third sector organisations	The First Minister has given agreement to developing a focus on gender budgeting in the Economy portfolio, in order to test how government can increase and improve understanding of gender equality in policy making. This work has a number of activities including the commissioning of external experts to partner work to deliver improved Equality Impact Assessment with regard to gender on 2 policy developments and an external training programme for policy and analysts to improve understanding of the causes and impacts of gender inequality. This work will be progressed over 2018 and is led by officials in the Office of the Chief Economic Adviser (OCEA). Progress updates are provided to the Equality Budgeting Analysis Group (EBAG). The Scottish Government will respond to recommendations on how to improve gender equality in Scotland from the First Minister's National Advisory Council and give early consideration to the Advisory Council's advice on putting in place a robust process to ensure that the next and future programmes for government are gender sensitive
2.3	Promote use of equality impact assessments at the national and local level to tackle inequality and discrimination across Scotland, as required of many public authorities by	Ongoing	Scottish Government working with public sector partners	EQIAs help the SG to develop policies that do not discriminate against, or disadvantage, particular groups of people. The SG Equality Unit provides advice, training and guidance to staff on equality and EQIAs. To support Scottish public authorities in meeting their equality duties, the Equality and Human Rights Commission has produced technical and non-statutory guidance.

No	What	Timescale	Who	Progress
	the Equality Act 2010			
2.4	Review the effectiveness of the public sector equality duty with a view to implementing any necessary changes in 2019	2018	Scottish Government	The Minister for Older People and Equalities is considering the timing of the review of the public sector equality duty.
2.5	Create a new Best Start Grant that provides effective support at key transitions in the early years and ensures qualifying parents or carers receive more joined up support from pregnancy through to children starting school	Ongoing	Scottish Government	<p>Royal Assent for legislation was given in June 2018; first payments are projected for summer 2019. Delivery of Best Start Grant (BSG) is on track and progressing well. A consultation on draft regulations ran from 26 March-15 June 2018. We received 52 responses which will help us to finalise policy over the summer.</p> <p>Work is being undertaken to develop systems such as online application form and case management and payments system that will facilitate a safe and secure transition to BSG. We will keep listening to clients to guide development and enable us to get the best out of our systems to enhance the experience of claimants and recipients and ensure Agency staff have what they need to provide a high level of service.</p> <p>A plan to publicise the BSG is in development. This will include communications and marketing activity to launch the new benefit, which will be aligned with ongoing work with stakeholders to ensure that there is an awareness of the new entitlement.</p>

No	What	Timescale	Who	Progress
2.6	Take forward a transformative programme to expand free Early Learning and Childcare entitlement to 1,140 hours per year by 2020, including piloting a deposit guarantee scheme for childcare places	2017-21	Scottish Government	Local authorities are already starting to phase in this expansion and have been asked to prioritise phasing in the areas of highest deprivation. The total public sector investment in delivery of early learning and childcare is expected to reach £840 million by the end of this Parliament (2021).
2.7	Increase the flexibility of how this funded entitlement is delivered in order to support more parents to work, train or study, especially those who need routes into sustainable employment and out of poverty	2017-21	Scottish Government	<p>The Scottish Government approach is that, first and foremost, we will deliver the best outcomes for children, helping to deliver both excellence and equity in education; while also promoting greater choice and flexibility for parents in how they access their entitlement to 1140 hours of free ELC by 2020. Parents may take the opportunity offered by this greater choice and flexibility in accessing funded ELC hours to explore employment/study opportunities and whilst that is welcome it is not the main driver of our policy. That will always be improving outcomes for children.</p> <p>There are a number of strands of work going on around flexibility of ELC provision as we move forward with the implementation of the 1140 hour expansion. Face to face engagement on flexibility arrangements will take place over July 2018 with advice being provided to Ministers on legislative change 31 August 2018.</p>



No	What	Timescale	Who	Progress
2.8	Deliver a Returner's Programme to assist women to re-enter the workforce following a career break – funding projects which address the under-representation of women in STEM, increase business start-up rates for women and the number of women in senior positions and encourage men into childcare to help to change the perception of caring as 'women's work'	Until June 2018 (following evaluation, consider further funding)	Scottish Government	The Women Returners programme is being delivered across Scotland. As of January 2018 seven projects have been approved with a total value above £235,000.

No	What	Timescale	Who	Progress
2.9	Ensure that the Developing the Young Workforce programme addresses issues of occupational segregation by gender, including addressing significant under representation in the take up of certain college courses and modern apprenticeships by women	Ongoing until 2021	Scottish Government	The Scottish Government's commitment to equality of opportunity in apprenticeships is set out in the Skills Development Scotland Apprenticeship Equalities Action Plan. It makes clear the interventions the Scottish Government will make to increase the numbers of underrepresented groups in apprenticeships and to tackle gender segregation where it exists. The 21 Regional 'Developing the Young Work Force' Groups are engaged in a variety of activities aimed at addressing equality issues. A recent audit of the groups revealed that activity designed to address gender imbalance was the most prevalent amongst those activities with a particular emphasis on encouraging girls into STEM subjects.
2.1	Recognising the systemic issues that drive segregation, we will work with gender expert organisations to consider what needs to change to address gender imbalance in the uptake of apprenticeship	2017 onwards	Scottish Government Skills Development Scotland	SDS are working in conjunction with the Scottish Apprenticeship Advisory Board (SAAB) to develop a suite of inclusive recruitment practises that are easily accessible and promote recruitment of protected characteristics groups and addressing gender imbalance. This includes showcasing and signposting support for employers on how to take positive action in recruitment in relation to how they market, undertake selection processes, and support young women in the workplace where they are in the minority.

No	What	Timescale	Who	Progress
	frameworks			
2.11	Deliver a STEM Strategy for Education and Training, to encourage and support people to develop their STEM skills throughout their lives, and to grow STEM literacy in society and drive inclusive economic growth	The strategy was published in October 2017, with a 5-year lifespan; annual reports will be made to Parliament on progress	Scottish Government	<p>The strategy was published in October 2017, with a 5-year lifespan; annual reports will be made to Parliament on progress.</p> <p>The STEM Strategy Implementation Group was established in December 2017 to oversee delivery of the Strategy and bring together data to help the process of implementation. with membership from across the third, statutory sector, higher education etc. Equality is a key theme of the STEM Strategy which outlines a programme of actions for education, training and lifelong learning in Scotland to achieve our goals for STEM, including reducing equity gaps.</p> <p>As part of the Strategy, it was announced on 7 June 2018 that the Improving Gender Balance project would be extended and embedded across all schools in Scotland including early learning and child centres (ELC), primary and secondary schools. This project aims to tackle challenge unconscious assumptions around gender on subject uptake and career choice, particularly in relation to sciences, technologies, engineering and maths (STEM). To help deliver this, Education Scotland will be recruiting a dedicated team of officers to work with schools to improve gender balance and equity in STEM learning.</p> <p>Other activity is also ongoing across the college and university sectors and through Science Centres and Festivals to address gender and other equity factors within the STEM landscape.</p>

No	What	Timescale	Who	Progress
2.12	Develop proposals for delivering split payments under Universal Credit, working with stakeholders to explore potential policy options	2017 onwards	Scottish Government	Following discussion and agreement with the DWP the Scottish Government will make an announcement on how and when split payments can best be delivered in due course.
2.13	Continue to set out strong opposition to the UK Government's policy of restricting benefits to 2 children and the subsequent requirement on women to disclose they have been raped to access further benefits	Ongoing	Scottish Government COSLA Third Sector orgs	Ministers continue to reiterate their opposition to this policy. The Scottish Government has issued a joint letter of guidance from the Chief Medical Officer, Chief Nursing Officer and Chief Social Work Advisor providing advice to health care and social work staff on supporting people seeking assistance with the exemption to the 2 child cap on certain welfare benefits. The was drafted in consultation with NHS Health Scotland, COSLA, BMA, RCN, RCM, BASW, SWS and SSSC.
2.14	Develop guidance for professionals who may be asked to act as third party	Spring 2018	Scottish Government COSLA	The Scottish Government has issued a joint letter of guidance from the Chief Medical Officer, Chief Nursing Officer and Chief Social Work Advisor providing advice to health care and social work staff on supporting people seeking assistance with the exemption to the 2 child cap on certain welfare benefits. The was drafted in consultation with NHS Health Scotland, COSLA, BMA, RCN, RCM, BASW, SWS and SSSC.

No	What	Timescale	Who	Progress
	assessors for the exemption where a child is conceived through rape, to ensure that women seeking such an assessment receive the right support		Health Scotland	
2.15	Undertake a scoping exercise to determine the feasibility of having a co-ordinated cross-Government action plan to ensure greater equality within the labour market	2017 onwards	Scottish Government	We have established a Gender Pay Gap Working Group that includes stakeholders such as Close the Gap, Engender and STUC. The working group will identify action to reduce gender pay gaps across Scotland as part of the Scottish Government's inclusive growth vision – these actions will form a Gender Pay Gap Action plan.

No	What	Timescale	Who	Progress
2.16	Under the Labour Market Strategy, work with key stakeholders to understand issues of occupational segregation and how to ensure greater equality within the labour market	Ministerial working group established and work ongoing	Scottish Government	<p>The Minister for Business, Fair Work &amp; Skills will shortly chair the first meeting of the recently convened Gender Pay Gap Ministerial Action Group. The group draws in expertise and representation from gender equality NGOs, trade unions and academia and has been tasked with developing a meaningful set of actions for Ministers consideration by the end of 2018. These will focus on areas where the Scottish Government has responsibilities but will also consider reserved areas that impact on the pay gap. These recommendations will be developed into a Gender Pay Gap action plan.</p> <p>Work has already begun on the development of actions across a range of themes including employment, education, social security and employability. This will involve stakeholder and cross Government input to the development of draft recommendations for the consideration of the Ministerial Group. Throughout the process we plan to engage with employers and women in the labour market to discuss actions for tackling the gender pay gap, this will include issues regarding occupational segregation.</p>
2.17	Continue to take forward a range of actions to tackle pay inequality, change employment practices and workplace cultures to support gender equality and tackle the pay gap and support and promote the development of	Ongoing	<p>Scottish Government</p> <hr/> <p>Close the Gap</p> <hr/> <p>Family Friendly Working Scotland Partnership</p>	<p>We are providing £205,000 to Close the Gap for July 2018-June 19 to challenge and change employment practices and workplace cultures. Close the Gap have developed a free online toolkit to assist employers to report their gender pay gap to comply with the regulations. We are providing £750,000 to the Workplace Equality Fund which supports employers to deliver innovative solutions to overcome workforce inequalities, including helping them to identify and close their pay gaps. We are providing £159,000 in 2018-19 to Family Friendly Working Scotland Partnership to support and promote development of family friendly workplaces.</p>

No	What	Timescale	Who	Progress
	family friendly workplaces across Scotland			
2.18	Tackle pregnancy and maternity discrimination in partnership with the Equality and Human Rights Commission through the working group whose remit includes creating guidelines for employers to ensure best practice, as well as improving access to guidance for pregnancy women and new mothers	Group has agreed programme of activity to take forward commitments ; review in December 2018	Scottish Government & Equality and Human Rights Commission (EHRC)	<p>The Scottish Government is working with the Equality and Human Rights Commission (EHRC) to tackle pregnancy and maternity discrimination. A working group has been created chaired by the Minister of Employability and Training. It has a remit to create guidelines for employers to ensure best practice and improve access to guidance for pregnant women and new mothers.</p> <p>To date the Working Group has met seven times – in December 2016; March, June, October 2017, February 2018, May 2018 and September 2018 – with public, private, union and third sectors represented and a gender balance achieved. Members are working through a Work Plan. A summary paper of the work undertaken by the groups is available at <a href="http://www.employabilityinscotland.com/key-clients/women-and-work/pregnancy-and-maternity-discrimination-working-group/">http://www.employabilityinscotland.com/key-clients/women-and-work/pregnancy-and-maternity-discrimination-working-group/</a></p>

No	What	Timescale	Who	Progress
2.19	Ensure the successful bidder(s) to deliver devolved employment services demonstrate clearly how they will deliver a service that is gendered in terms of understanding the needs of women seeking employment; and use levers at their disposal to encourage employers to consider flexible working approaches which enable more women to take up a broader range of opportunities	April 2018 onwards	Scottish Government	<p>Successful providers delivering the new devolved employment service- Fair Start Scotland (FSS), were asked to include in their bids how they would deliver the service for those groups with protected characteristics. As the service is being delivered, providers will provide updates at Contract Performance Reviews (CPR's) on what actions they are taking in this area.</p> <p>Examples of best practice will be highlighted and circulated amongst all providers to encourage similar and consistency across the 9 delivery lots.</p> <p>SG Employer Engagement Officials and providers promote flexible and innovative working approaches with employers- highlighting how this approach supports women to take up employment and training opportunities, allowing employers to grow their businesses.</p> <p>In 2017-18, as part of the contract monitoring process, Modern Apprenticeship training providers were required to complete an Equality Action Plan outlining what action they were taking to address under-representation on apprenticeships. Training providers are asked to demonstrate how well they are performing in relation to our equality requirements through the self-assessment and quality action planning process. Providers who bid for a 2018-19 MA contract were asked to evidence their intended approach to improving representation within their contract.</p> <p>Throughout 2017-18, SDS ran training sessions for contracted MA training providers on a variety of equality topics. In 2017-18 the Scottish Apprenticeship Advisory Board Employer Equalities Group have developed employer guides on inclusive recruitment. These have now been published.</p> <p><a href="https://www.apprenticeships.scot/take-on-an-apprentice/inclusive-recruitment/">https://www.apprenticeships.scot/take-on-an-apprentice/inclusive-recruitment/</a></p>



No	What	Timescale	Who	Progress
2.20	Identify and promote practice that works in reducing employment inequality for minority ethnic women, (including in career paths, recruitment, progression and retention) and reflect suitable actions in a Race Equality Action Plan	Plan published in December 2017	Scottish Government	As part of the Scottish Government's Race Equality Action Plan, the Ethnic Minority Women's Network (EMWN) has been established and is organised by one of the Scottish Government's intermediary bodies, CEMVO. The EMWN had its first events in February and May 2017. Its September 2017 forum focused on the Race Equality Framework employment goals and on the Equally Safe strategy with the Violence Against Women and Girls Unit. In February and April 2018 there was a meeting of the EMWN advisory forum to determine its function and role in the network. On 25 June 2018 the EMWN Advisory forum held a meeting in the Scottish Parliament to establish the Terms of Reference.
2.21	Double the number of workers in Scotland receiving a pay increase to the real Living Wage (from 25,000 to 50,000 workers) and focus particular attention on low paid industries such as hospitality and tourism	2017-21	Scottish Government	Scottish Government officials are working close with Poverty Alliance (backed with £340k in 2018-19) and other stakeholders including COSLA, to support Ministers' ambition for Scotland to be a Living Wage Nation by 2021. This involves expanding the Living Wage Scotland recognition and accreditation scheme, through which we aim to both increase the number of employers paying the Living Wage and workers receiving the Living Wage. It will also involve targeted activity to increase wage rates for the 20% of workers in low pay sectors, e.g. hospitality and tourism, to realise the benefits for workers and businesses of paying staff the Living Wage.

No	What	Timescale	Who	Progress
2.22	Introduce the Workplace Equality Fund to address long standing barriers in the labour market so that everyone has the opportunity to fulfil their potential	2017-19	Scottish Government	<p>The Workplace Equality Fund (a £500,000 one-year fund) opened on 8 February 2018. Nine projects will be funded (£315,608 for 2018/19) through the Fund's first round.</p> <p>These projects will:</p> <ul style="list-style-type: none"> <li>- support women returners back into the finance sector;</li> <li>- help a range of companies become age-inclusive;</li> <li>- build flexible and agile workplaces for companies in the construction, STEM, finance, technology, and furnishing sectors;</li> <li>- improve mental health in the workplace; and</li> <li>- deliver training in leadership and boardroom governance to women in the technology sector.</li> </ul> <p>A second round of applications opened on 2nd July 2018 with applications closing on 30th August 2018.</p>
2.23	Continue to work with stakeholders to ensure that the new employment tribunal system in Scotland provides access to justice and contributes to the Scottish Government's vision for Fair Work being embedded in workplaces throughout Scotland	Ongoing	Scottish Government	<p>UKG continues to refine the drafting of the Order in Council (Oic). We await provisions relating to the Employment Appeal Tribunal (EAT) meaning that the composite 'offer' (ET and EAT) to SG remains unknown.</p>

No	What	Timescale	Who	Progress
2.24	Improve gender equality in sport and physical activity through our Sporting Equality Fund, Women and Girls in Sport Advisory Board and the inaugural Scottish Women and Girls in Sport Week	Ongoing	Scottish Government SportScotland	Women and Girls in Sport Advisory Board has been established and membership announced.
2.25	Progress the Gender Representation on Public Boards (Scotland) Bill through Parliament, which sets a "gender representation objective" for public boards in Scotland that 50% of the board's non-executive members are women; requires certain steps to be	Earliest commencement will be in 2018	Scottish Government	<p>The Gender Representation on Public Boards (Scotland) Act was passed by the Scottish Parliament on 30 January 2018 and received royal assent on 8 March 2018.</p> <p>Consultation on draft guidance and draft regulations is expected in the autumn of 2018. The Act will then be brought fully into force by spring 2019.</p>

No	What	Timescale	Who	Progress
	taken in the appointing of non-executive members to achieve the objective; and also requires steps to be taken to encourage women to apply to become a non-executive member of a public board			
2.26	Continue to deliver the Partnership for Change 50/50 by 2020 campaign, encouraging companies and organisations from across Scotland's public, private and third sectors to sign up to a voluntary commitment to work towards gender balance on their boards by 2020	Ongoing; As of January 2018, 217 organisations have signed up to the campaign	Scottish Government	As of June 2018 - 219 organisations have signed up to the campaign.

No	What	Timescale	Who	Progress
2.27	Monitor the impact of the Equal Representation in Politics self-assessment tool over 2018-2020, to inform a new set of actions to increase representation in elected office across all protected characteristics	2018-21	Scottish Government	The Equal Representation in Political Parties self-assessment tool, which can be accessed online or via a dedicated app, allows any member of a political party to measure how well their party is doing in a range of areas, and will then produce an equality improvement plan for the party. Examining all areas of party life from culture of meetings through to selection processes and manifesto writing, the tool recognises that improving representation has to happen at all levels of politics, not just elected office. The Scottish Government is currently considering the next steps in the dissemination and evaluation of the tool and will seek views from the Equal Representation Coalition, who developed the online tool with funding from the Scottish Government.
2.28	Consider how the anonymous voter registration scheme can be made more accessible to those who have suffered from abuse	Ongoing	Scottish Government	<p>The Representation of the People (Scotland) Amendment Regulations 2018, which were made on 28 February 2018, expanded the list of 'qualifying officers' able to provide an attestation that there would be a risk to an individual's safety when an individual is applying for an anonymous entry in the electoral register. In addition, a number of court orders were added to the list of documents which could be used as evidence to support an application.</p> <p>Anonymous electoral registration was also included in the Government's recent consultation on electoral reform. The responses are currently being analysed and the Government expects to publish the analysis and its response to the consultation in late summer.</p>
2.29	Engage with community safety partnerships to explore how they can embed	2018-21	Scottish Government	Violence against women partnerships are currently engaging with SCSN partnerships locally to explore any opportunities for those relationships to be improved.

No	What	Timescale	Who	Progress
	Equally Safe in their work			
2.30	Convene a roundtable on what more can be done to tackle online abuse and misogyny	2018	Scottish Government with key partners	This commitment is now reflected in the Scottish Government's Programme for Government. Plans to convene a round table that will be co-chaired by the Minister for Older People and Equalities and the cabinet Secretary for Communities and Local Government are in place for the 28 November 2018.
2.31	Explore the use of technology to improve the safety of women and girls	2018-21	Police Scotland	Police Scotland have purchased and deployed a single national GPS Personal alarm solution, covering the whole of Scotland which is available for high risk victims of Domestic Abuse, Forced Marriage, Honour Based Violence and Child Sexual Exploitation. These devices greatly enhance the legacy provisions and help to engender confidence by providing reassurance that the victim has the physical means to summons assistance in an emergency situation.
			Scottish Government	
3.1	Fund a dedicated post in COSLA with a focus on implementing Equally Safe at a local level	2017-19	Scottish Government	The post holder now appointed and commenced work 10 September 2018. The post holder will work closely with the Scottish Government and key stakeholders to help embed Equally Safe at a local level.
3.2	Develop and publish draft violence against women quality standards for those responding to victims and survivors	2018	Scottish Government	The Equally Safe Quality Standards and Performance Framework, developed by Scottish Government, CoSLA and the Improvement Service with input from the Violence Against Women Partnership Network, were published in May 2018. The Cabinet Secretary for Communities, Social Security and Equalities and the CoSLA Lead for Wellbeing wrote to all council leaders and Chief Executives on 10 May 2018.

No	What	Timescale	Who	Progress
3.3	Explore the potential value of using legislation outside of the Justice space to embed Equally Safe as a key driver in localities	2018-21	Scottish Government with key partners	The Scottish Government will establish a stakeholder advisory forum that will explore this issue and invite input from key stakeholders.
3.4	Continue to support the delivery of a National Helpline for Domestic Abuse and Forced Marriage and a National Rape Crisis Helpline	2018-20	Scottish Government Scottish Women's Aid Rape Crisis Scotland	<p>The current contract has been extended until March 2019 to ensure provision over the tendering process. The tender is currently open, bids will be evaluated over October 2018 and the successful bidder informed in beginning of November 2018. The new contract will run from beginning April 2019 - end March 2021 with three optional 1 year extensions.</p> <p>We are also currently providing £166k funding per annum for the Rape Crisis Helpline.</p>
3.5	Develop an information resource about gender based violence for children and young people, to provide better access to information and support	2018-21	Scottish Government with children's organisations	The Scottish Government will liaise with Children's Organisations to progress this work.

No	What	Timescale	Who	Progress
3.6	Review how violence against women partnerships are resourced locally and identify how they can ensure a focus on all forms of gender based violence	2017-21	Violence Against Women Partnerships Improvement Service	The Equally Safe Quality Standards and Performance Framework includes indicators on the funding that is being invested to tackle VAWG at a local level, and the extent to which VAW Partnerships are working to tackle all forms of VAWG. Each local authority area has been requested to provide data on these indicators by the 31st July and this information will then be used to inform future work that is taken forward to progress this action.
3.7	Support local violence against women partnerships in their improvement journey, and work to ensure that every local authority in Scotland has a high performing partnership linked to other local structures.	2017-21	Scottish Government COSLA Improvement Service	<p>The Scottish Government has funded the Improvement Service to provide ongoing support to all VAW Partnerships across Scotland. Since November 2017, the IS has provided bespoke support to 10 VAW Partnerships as well as continuing to provide general support to all VAWPs via coordinating the National VAW Network. This has included: facilitating self-assessment and improvement planning workshops with 2 VAWPs; facilitating strategic planning workshops with 2 VAWPs and delivering awareness raising inputs to 6 VAWPs. Support sessions have been scheduled with additional VAWPs for later in the year.</p> <p>Through the Equally Safe Quality Standards and Performance Framework, each local authority area has been asked to report on whether they have a strategic plan in place that:</p> <ul style="list-style-type: none"> <li>- identifies the outcomes the VAWP is working to, to implement Equally Safe locally;</li> <li>- identifies the activities the VAWP will prioritise in order to achieve its agreed outcomes; &amp;</li> <li>- links directly to the CPP's Local Outcome Improvement Plan (LOIP).</li> </ul> <p>The Improvement Service is currently collating responses from Local Authorities.</p>



No	What	Timescale	Who	Progress
3.8	Coordinate and embed Equally Safe at a local level through the development of individual Delivery Plans and establishing effective links through Community Planning Partnerships	2017-21	Violence Against Women Partnerships	In the Equally Safe Quality Standards and Performance Data Returns that were submitted by local authority areas in Summer 2018, 39% of local multi-agency VAW Partnerships reported having a plan in place that outlined how they would implement Equally Safe locally that linked to other relevant Strategic Plans within their CPP area and an additional 19% reported having some form of VAWG Strategy and/ or Delivery Plan in place locally. Data returns are still to be received from the remaining 42% of local authority areas. Over the coming year, the Improvement Service will share good practice from those local authority areas that report having high quality delivery plans and effective links with Community Planning processes. It will also provide support to those local authority areas who do not currently have these plans and structures in place, to help facilitate the effective implementation of Equally Safe at a local level.
3.9	Scope the development of a sustainable model of capacity building around responding to gender based violence for public services	2017/18	Scottish Government	<p>SWA is working in partnership with the Improvement Service and Engender, to undertake capacity and infrastructure building, with a focus on the development over 2 to 3 years of a model for creating and sustaining a national corps of trainers. These trainers will deliver affordable and high-quality gender and gendered VAWG training for public and third-sector organisations, VAWP partnerships, and other policy and service providers across Scotland.</p> <p>SWA is currently undertaking a feasibility study to map infrastructure requirements and research appropriate training approaches. We are about to start the recruitment process for the Building Capacity project staff and hope to have them in post early in 2019.</p> <p>SWA continues to provide an extensive external training programme, which is open to statutory and third sector organisations and we develop and deliver bespoke training for a range of agencies, such as Sheriffs, Safeguarders and Children’s Reporters. In addition, SWA delivers a comprehensive training programme for our members, including a new Coercive Control training the trainer project.</p>

No	What	Timescale	Who	Progress
3.10	Deliver the Medics Against Violence Ask, Support, Care programme to raise awareness amongst healthcare students, NHS staff and non-health care professions to spot, document and respond to the signs of domestic abuse	Funding until March 2018	Scottish Government	Multi-professional train the trainers courses provided to 92 individuals so far across medical disciplines and emergency services. Ask, Support, Care programme provided to 200 students including pharmacy and dentistry.
3.11	Consult on how to embed consistent and effective operation of multi-agency structures to support high risk victims of domestic abuse, including consideration of national guidance and the creation of a statutory underpinning	2017-18	Scottish Government	Consultation on whether or not MARACs should be placed on a statutory footing will in November 2018 and will run for three months.

No	What	Timescale	Who	Progress
3.12	Commission a mapping of existing specialist support for those experiencing commercial sexual exploitation, to better understand current coverage and good practice	2017-21	Scottish Government	A Multi-Agency Group on tackling sexual commercial exploitation has been established and will explore this further. The group had an initial meeting in September and will meet again in December.
3.13	Consider how support for service providers supporting harm reduction and exit for those engaged in prostitution could be enhanced	2018	Scottish Government	A Multi-Agency Group on tackling sexual commercial exploitation has been established and will explore this further. The group had an initial meeting in September and will meet again in December.
3.14	Develop and publish multi agency guidance setting out how agencies, individually and together, can protect girls	Guidance published November 2017	Scottish Government in partnership with agencies	In November 2017, the Scottish Government published Multi-Agency Guidance 'Responding to Female Genital Mutilation (FGM) in Scotland'. The guidance provides a framework within which agencies and practitioners can develop and agree processes for working collaboratively and individually to promote the safety and well-being of women and girls and supplements agencies and organisations own policies and procedures on FGM.

No	What	Timescale	Who	Progress
	and young women from FGM, and how to respond appropriately to survivors			
3.15	Develop a programme of work on service improvement and training around gender based violence with Learning Disability services and workforce in the third and public sectors	2017-20	NHS Health Scotland Scottish Commission for Learning Disability	An advisory group with NHS, Learning Disability (LD) & VAW organisations and Adult Protection colleagues has been established with an agreed action plan for 2018-19. This includes a survey of current public sector and 3rd sector staff training and experience of GBV and LD, the findings of which are being used to inform the Advisory Group; a pilot training course with Talking Mats (TMats) incorporating understanding of GBV and using TMats to improve communication with women with LDs around the issue of abuse, and to support identification and disclosure of GBV; guidance for staff is being developed at present and will be consulted on in draft form in the autumn; ongoing communication with Keys to Life to ensure that the issue of GBV is factored into the refresh of the national actions developed to deliver strategic outcomes.
3.16	Deliver the 'Voices Unheard' programme in order to support LGBT young people experiencing violence and build capacity within violence against women services to ensure that they are LGBT inclusive	2017-20	LGBT Youth Scotland	Voices Unheard has been leading into the Youth Commission on Housing and Homelessness, whose primary focus is on LGBT experiences of homelessness and the link to experiences of domestic and familial abuse. Their key findings are available on the LGBT Youth Scotland website. They continue to engage with professionals across the VAW and housing/ homelessness sectors to influence and support them to be LGBT inclusive, through service reviews, presentations, events and workshops.

No	What	Timescale	Who	Progress
3.17	Continue to press the UK Government to extend the scope of the Destitute Domestic Violence concession (for those with who are destitute and have no access to public funds) to include all women with insecure immigration status, including asylum seekers	2017 onwards	Scottish Government	The Cabinet Secretary wrote to the Immigration Minister about the recommendations made by the Equalities and Human Rights Committee, following its Inquiry into Destitution, Asylum and Insecure Immigration Status in Scotland, including the recommendation to extend the Destitute Domestic Violence concession, on 7 August 2017. No reply was received, so the Cabinet Secretary wrote again on 23 May 2018.
3.18	Take forward the development of a strategy to prevent and support those who may experience destitution as a result of insecure immigration status or no access to public	2017 onwards	Scottish Government and key partners	The Scottish Government is undertaking scoping work with partners for the development of an anti-destitution strategy covering people with no recourse to public funds, following the launch of the second New Scots refugee integration strategy in January 2018. We are also working with COSLA to update the Scottish guidance on no recourse to public funds. Other recommendations made by the Committee, including for an advocacy service, will be considered in the context of the anti-destitution strategy.

No	What	Timescale	Who	Progress
	funds, including consideration of the establishment of an advocacy service and the provision of crisis support covering domestic abuse			
3.19	Assess progress of NHS Scotland against the World Health Assembly Global Plan of Action on preventing and tackling violence against women	Report will be published in April 2018	NHS Health Scotland Scottish Government	Report on progress against World Health Assembly plan of action is not yet complete as it is still awaiting some data from boards.
3.20	Develop an action plan to strengthen the health sector response to gender based violence	2018	Scottish Government NHS Health Scotland NHS Boards Health and Social Care Partnerships	Consultation with NHS Health Boards is continuing in relation to development of a national action plan.
3.21	Continue roll out of routine	Ongoing	NHS Boards	Routine enquiry training continues to be rolled out across boards. Health Scotland have just completed a national training programme on

No	What	Timescale	Who	Progress
	enquiry in key settings of mental health, sexual health, health visiting, substance misuse and maternity, including RIC assessment where appropriate		Health and Social Care Partnerships NHS Health Scotland	the use of the DASH RIC by Health Visitors (HV) in line with the requirement in the Universal Health Visiting Pathway that HV carry out risk assessment using the RIC following disclosure of domestic abuse. The training combined a refresh of routine enquiry and risk assessment. Over 1300 HVs have been trained across Scotland. Health Scotland have also trained HV students at University of West of Scotland where routine enquiry and RIC training has been incorporated into their curriculum. New guidance on risk assessment is being produced for HV and mental health staff.
3.22	Review the potential for inclusion of gender based violence in the Public Protection responsibilities of Health and Social Care Partnerships and NHS Boards	2018	Health and Social Care Partnerships NHS Boards	A number of boards have already incorporated GBV into their public protection work. An update on this will be provided as part of the national action plan.
3.23	Strengthen governance arrangements for forensic medical services for victims of rape and sexual assault, to	Ongoing	Scottish Government Police Scotland NHS Health Scotland	The Scottish Government is leading work to clarify the statutory basis for the existing Memorandum of Understanding, including the delivery of forensic medical examination services by Health Boards for those who choose not to report to the police. We will be consulting on proposals to legislate during Y3 of the parliamentary term (2018/19).

No	What	Timescale	Who	Progress
	ensure a trauma informed, consistent health care response to those requiring a forensic examination as part of an overall health focussed assessment		(through established Taskforce)	
3.24	Support Health Boards to ensure that they are ready for the implementation of National Standards in this area developed by Healthcare Improvement Scotland and work with HIS to develop Quality Indicators to underpin these standards	National Standards published by end 2017; rollout in 2018/19	Scottish Government Police Scotland NHS Health Scotland (through established Taskforce)	<p>Each Health Board now has a Nominated Lead responsible for working with multi-agency partners to deliver the key priorities set out by the Chief Medical Officer for Scotland when she met with NHS Chief Executives in April 2018. These leads have been tasked with establishing a Short Life Working Group to undertake a self-assessment against the HIS standards to inform a gap analysis and local improvement plan due in September 2018. The Scottish Government, with the support of the newly appointed National Coordinator Colin Sloey, are assisting Boards throughout this process.</p> <p>Scottish Government has provided funding to Health Improvement Scotland (HIS) to develop quality indicators to underpin the new standards. A working group has been assembled and the draft indicators will be going out for wider consultation in Autumn 2018. This work should be complete by December 2018. Work is also underway through the Quality Improvement sub group of the CMO Taskforce, to consult with stakeholders on potential data sets and a paper on current activity and demand is complete. This will support continuous improvement in planning, commissioning and monitoring of services.</p>
3.25	Consider the best model for	2017-21	Scottish Government	On 27 June 2018 the Taskforce held an Options Appraisal event, engaging a wide range of stakeholders in order to carry out a robust



No	What	Timescale	Who	Progress
	the design and delivery of services, including workforce planning issues to provide a sustainable service and choice regarding the gender of forensic physician, as well as the use of IT to drive continuous improvement in the planning, commissioning and monitoring of services		Police Scotland NHS Scotland (through established Taskforce)	<p>options appraisal reflective of victims of sexual violence across Scotland. The recommended model of service delivery for forensic medical and healthcare services in Scotland is a Multi-Agency Centre/Co-ordinated services for adults, children and young people. The group also recommended a local service configuration, delivered as close as possible to the point of need and supported by a centre of excellence.</p> <p>The new service model will deliver equitable and person-centred care that meet the HIS standards, across Scotland.</p> <p>The SG are funding NHS Education Scotland to train 100 new forensic physicians in the updated 'Introduction to Sexual Offence Examination' course with the aim of increasing the number - of particularly female doctors - who are able to undertake this work.</p> <p>NHS National Services Division are also scoping the requirements for a clinical IT system.</p>
3.26	Ensure appropriate SG funding so that court waiting times for criminal domestic abuse cases are in line with agreed targets without impacting disproportionately on waiting	2017-21	Scottish Courts and Tribunals Service Crown Office Scottish Government	<p>From 2015-18, additional Scottish Government funding of £2.4m per year was provided to SCTS and COPFS Courts and Crown to help reduce court waiting times for criminal domestic abuse cases. The vast majority of cases are being called within 10 weeks of first calling</p> <p>We have now baselined funding of £2.4m to the Courts and Crown Office to pay for judiciary, court staff and fiscals to ensure the efficient progress of domestic abuse cases through the courts continues.</p>

No	What	Timescale	Who	Progress
	times for other cases			
3.27	Continue to keep under review opportunities for improvement in the management of how criminal justice domestic abuse cases are progressed within Scotland, including the consideration of Domestic Abuse courts where appropriate and case management solutions where a Domestic Abuse Court is not considered appropriate; and consider criteria to minimise transfer of High Court trials where cases involve sexual offences	2017-18	Scottish Courts and Tribunals Service	<p>The Scottish Courts and Tribunals Service is committed to considering how it can reduce the transfer of High Court trial locations in sexual crime cases which can cause additional stress and trauma to rape complainers when awaiting their trial.</p> <p>The Scottish Government is also funding research which will focus on legal professionals' understanding of domestic abuse and its implications in child contact cases, exploring the interaction between the criminal and civil justice systems.</p> <p>In addition, a Justice Analytical Services PhD internship project is currently examining the evidence base on Integrated Domestic Abuse courts, in particular exploring the availability of evidence around the effectiveness of this approach.</p>

No	What	Timescale	Who	Progress
3.28	Explore a pilot of recording of complainer's initial statement to the police, to be used as evidence in chief in any subsequent trial	2017 onwards	Rape Crisis Scotland COPFS Police Scotland Scottish Government	The Scottish Government is committed to working with partners to explore the pilot. The pilot is at an early developmental stage. An advisory group has been convened and membership includes Crown Office, Police Scotland, Rape Crisis Scotland
3.29	Improve the experience of vulnerable witnesses in criminal justice cases, initially focusing on child complainers and witnesses by bringing forward legislation to enable the greater use of pre-recording of their evidence	2017-19	Scottish Government	The Vulnerable Witnesses (Criminal Evidence) (Scotland) Bill was introduced to the Scottish Parliament on 12 June. The main purpose of the Bill is to improve how child and vulnerable witnesses participate in our criminal justice system by enabling the much greater use of pre-recording their evidence in advance of the criminal trial. The Bill is focussed on child witnesses with the main provision creating a new rule that there should be pre-recording for child witnesses including complainers (not child accused) in the most serious solemn cases. The Bill also includes a power for the proposed new rule to be extended to adult "deemed vulnerable witnesses" in solemn cases in the future. This could potentially include complainers in sexual offences, human trafficking, stalking and domestic abuse cases.

No	What	Timescale	Who	Progress
3.3	Consider the prohibition of the personal examination of a child or other vulnerable witness in court proceedings under the Children's Hearings (Scotland) Act 2011 by where the subject matter of the proceedings relates to conduct by that party towards that witness, or to other conduct which concerns the welfare of that witness	2017-18	Scottish Government, SCTS, Family Law Committee of Scottish Civil Justice Council and Scottish Children's Reporter Administration .	<p>Paper considered by Family Law Committee of the Scottish Civil Justice Council on 30 April 2018 (<a href="http://www.scottishciviljusticecouncil.gov.uk/committees/family-law-committee">http://www.scottishciviljusticecouncil.gov.uk/committees/family-law-committee</a>). Scottish Government and Scottish Children's Reporter Administration considering next steps.</p> <p>Consultation on Review of Children (Scotland) Act 1995 seeks views on whether to ban personal cross examination of vulnerable witnesses, including children, in applications to the sheriff to determine whether grounds of referral are established under sections 93,94 or 110 of the Children's Hearings (Scotland) Act 2011 or in appeals to the sheriff against children's hearing decisions under that Act.</p>
3.31	Work with justice and third sector partners to improve facilities for taking of evidence (including for pre-recording) from vulnerable	2017-2018	<p>SCTS</p> <hr/> <p>Scottish Government</p>	<p>The Scottish Government and Justice Partners are considering opportunities to enhance Vulnerable Witness facilities in Glasgow. In addition, we are engaged with justice and health partners to improve forensic medical facilities in Edinburgh following the closure of the facilities at the Royal Victoria. This includes consideration of opportunities to streamline justice and health services in a more victim-centred way.</p>

No	What	Timescale	Who	Progress
	witnesses in criminal justice cases			
3.32	In relation to child witnesses, support implementation of the Joint Investigative Interviews workstream project report	2017 onwards	Scottish Government Police Scotland	<p>The Scottish Government are working with justice agencies to improve the quality and process for JIIs with vulnerable child witnesses. Work includes enhancing training, updating national guidance and improving technology and facilities for JII's.</p> <p>We have also committed more than £200,000 to develop a new training programme for frontline staff on carrying out JIIs.</p> <p>The range of approaches to improve the quality and increase the use of these interviews as evidence are being phased in between 2018 and 2020.</p>
3.33	Consult on changes to the law to prevent direct cross-examination of victims of domestic abuse by their alleged abusers in child contact cases before the civil courts	Consultation early in 2018 on potential changes to the Children (Scotland) Act 1995	Scottish Government	<p>A consultation on Review of Children (Scotland) Act 1995 closed on 28 September 2018. This sought views on whether to ban personal cross examination of victims of domestic abuse by their alleged abusers. One of the aims of the Family Law Bill 2019 is to further prevent domestic abuse in child welfare hearings.</p>

No	What	Timescale	Who	Progress
3.34	Consider if further steps are required to protect domestic abuse victims in child welfare hearings in contact and residence cases	2017-18	Scottish Government has raised with the Family Law Committee of the Scottish Civil Justice Council	<p>Family Law Committee of Scottish Civil Justice Council sub-committee on case management in family actions reported in October 2017 (<a href="http://www.scottishciviljusticecouncil.gov.uk/committees/family-law-committee/23-october-2017-papers">http://www.scottishciviljusticecouncil.gov.uk/committees/family-law-committee/23-october-2017-papers</a>)</p> <p>Sub-committee sought further information from the SCTS as to steps that courts currently take to protect parties at child welfare hearings where there is a background of alleged or proven domestic abuse. This information has been published by SCTS (<a href="http://www.scottishciviljusticecouncil.gov.uk/docs/librariesprovider4/flc-meeting-files/05-february-2018/paper-2-1a---scts-report-on-steps-taken-in-child-welfare-hearings-where-there-is-an-allegation-of-domestic-abuse---private.pdf?sfvrsn=2">http://www.scottishciviljusticecouncil.gov.uk/docs/librariesprovider4/flc-meeting-files/05-february-2018/paper-2-1a---scts-report-on-steps-taken-in-child-welfare-hearings-where-there-is-an-allegation-of-domestic-abuse---private.pdf?sfvrsn=2</a>)</p> <p>Following on from survey consultation on Review of Children (Scotland) Act 1995 seeks views on whether section 11 of the Children (Scotland) Act 1995 should be amended to provide that the court can, if it sees fit, give directions to protect domestic abuse victims and other vulnerable parties at any hearings. The consultation closed on 28 September and now considering next steps.</p>
3.35	Consider recommendations from the Advocacy Scoping Report Working Group on the findings from the Scoping Exercise commissioned to help understand the provision of services in this area, with the aim to determine where the	2017/18	<p>Scottish Government</p> <hr/> <p>Scoping Report Working Group</p>	<p>The working group is developing its recommendations on how criminal justice advocacy services for victims of violence against women and children can be improved.</p> <p>The Scottish Government will continue to work with partners as this work progresses.</p>

No	What	Timescale	Who	Progress
	provision of services could be extended and improved			
3.36	Consider how learning from the National Trauma Training Framework can be incorporated to better inform the development of services, and identify leadership in the justice system to take this forward	Ongoing	Justice Board  NHS Education Scotland	Senior officials within the Scottish Government's Justice Directorate have undertaken leadership training provided by trauma training framework team. Consideration is being given to delivery of the training to the Justice Board.  In addition we are considering other avenues linked to implementation of the Domestic Abuse (Scotland) Act 2018 to see where trauma training would be appropriate.
3.37	Ensure that children's interests are better reflected in the civil justice system and that their voice is heard, including through review of the process used to obtain the voice of the child in contact and residence cases	Ongoing; SG public consultation on part 1 of the Children (Scotland) Act 1995 due to be issued early in 2018	Scottish Government, SCTS, Lord President's Office, Family Law Committee of the Scottish Civil Justice Council  Justice agencies	Following a policy paper by the Scottish Government on the voice of the child in December 2015 the Family Law Committee of the Scottish Civil Justice Council are currently working on a revised version of the F9 form to make it more child friendly.  Consultation on the Review of the Children (Scotland) Act 1995 sought views on how best to obtain the views of the child in contact and residence cases. It also sought seeks views on whether to remove the presumption that a child aged 12 or over is of sufficient maturity to express their views.  One of the aims of the Family Law Bill due to be introduced this parliamentary session is to ensure that the voice of the child is heard.

No	What	Timescale	Who	Progress
3.38	Incorporate the views of children and young people with experience of domestic abuse through the Power Up Power Down project into the review of part 1 of the Children (Scotland) Act 1995	Public consultation issued.	Scottish Government	<p>As part of the consultation on the Review of the Children (Scotland) Act 1995 held engagement sessions with a number of children and young people. This includes events with Scottish Youth Parliament, Children's Parliament and Scottish Women's Aid. Some of the events with Scottish Women's Aid included children who were involved Power Up/Power Down and Everyday Heroes.</p> <p>We also ran a child friendly questionnaire at the same time as the consultation on the Review of the Children (Scotland) Act 1995. We received approximately 300 responses to this questionnaire.</p>
3.39	Consider the application of lessons from various international examples of the 'Barnahus' concept for child victims in criminal justice cases and how these could potentially apply within the Scottish context	2017-18	<p>Scottish Government</p> <hr/> <p>CHILDREN 1st</p>	<p>The 2018 Programme for Government includes a commitment to take forward work with key stakeholders to consider how to apply the Barnahus concept in Scotland. This work is now being supported by specific internal resource allocated to the Violence Against Women and Girls and Barnahus Justice Unit within Criminal Justice.</p>



No	What	Timescale	Who	Progress
3.4	Continue to fund the Scottish Women's Rights Centre as a model for legal services in criminal cases, consider the currently unmet need for victims of gender based violence and the appropriate model of support for women, children and young people experiencing violence with a view to expansion of service provision taking place in 2018 or 2019	Ongoing	Scottish Government	Funding for the Scottish Women's Rights Centre is funded through the Scottish Legal Aid Board and Violence Against Women and Girls Justice budget. The Scottish Government and SLAB are working with the SWRC to consider the model of delivery for the Centre and support expansion of the service into other geographical areas.

No	What	Timescale	Who	Progress
3.41	Work with justice and third sector partners to consider the development of a single point of contact model for victims of crime	2017 onwards	Scottish Government	<p>Programme for Government contains a package of commitments related to improving the support provided to victims of crime.</p> <p>This includes working with VSS on the development of a new victim centred approach to reduce the need for victims to have to retell their story to several different organisations and the development of a new Homicide Service, giving families of murder victims access to a dedicated case worker and continuous support. This will be operational by spring 2019.</p> <p>In addition, the Cabinet Secretary for Justice will chair a new Victims Task Force to improve victims' experiences of the justice system. The first meeting will take place before the end of 2018.</p>
3.42	Consider an extension of the list of prescribed offences in relation to Victim Impact Statements	2018	Scottish Government COPFS	<p>Programme for Government contains a package of commitments related to improving the support provided to victims of crime.</p> <p>This includes a commitment to 'widen the range of serious crimes where the victim can make a statement to the court about how the crime has affected them physically, emotionally and financially, consulting on specific details by early 2019'</p>
3.43	Consult on Emergency Barring Orders, including on issues around exclusion orders	Public consultation due to be issued in 2018	Scottish Government	Consultation paper will shortly go to CSCL for clearance with the issuing of the paper expected soon.
3.44	Consider the current provision of support for victims of stalking within the context of	2018	Scottish Government	Support for victims of stalking will be considered as part of the work to develop a new 'victim-centred' centred approach (3.41 above).

No	What	Timescale	Who	Progress
	development of a one-stop shop for victim support			
3.45	Support the development and roll-out of a smartphone incident recording app for survivors of stalking and its potential wider application to other forms of gender based violence	2017-18	Scottish Women's Rights Centre	FollowIt App is an incident recording app for smartphones, enabling victim/survivors of stalking to record incidents that demonstrate a course of conduct which causes them fear and alarm. The app will enhance investigations into stalking cases by providing a clear and concise aid memoire. The App is available via SWRC where survivors can also access safety planning, signposting to support services and legal information / advice about their rights. The delivery model for the app has been revisited following an initial pilot after it was identified that there was poor awareness of stalking and of legal remedies stilted sign up. A second pilot will be launched in summer 2018 with and awareness raising video circulated across the VAW sector for victim / survivors and workers to improve awareness and promote access to the App. The sign up process is remarkably simple and has been further revised to centralise this process at SWRC.
3.46	Support Fife Council to address the key findings from the Scottish Women's Aid report "Change, Justice, Fairness", and deliver an action plan to improve their local housing officer response to domestic abuse	2017-20	Scottish Government	SG officials have been in contact with Fife Council around the report. John Mills, Head of Housing was on the Homelessness and Rough Sleeping Action Group and was able to feed in appropriate views from the report to inform the recommendations.

No	What	Timescale	Who	Progress
3.47	Consider lessons learned from the work with Fife Council, and share that with other local authorities with a view to them improving their own housing response	2019 onwards	Scottish Government	SG officials have encouraged the Housing Options hubs to discuss this at their meetings. Scottish Women's Aid has been invited to attend a number of these meetings to share the learning of the report.
3.48	Ensure that commissioned training resources of local authority housing and homelessness hubs incorporate domestic abuse competence	2017-21	Scottish Government	The training toolkit is currently going through procurement. A commitment has been given to involve Scottish Women's Aid in the development of the toolkit itself.
3.49	Develop options for funding short term supported housing, including domestic abuse refuge providers, to ensure that they continue to receive	2017-20	Scottish Government	The funding of supported accommodation is subject to a UK review. SG awaits an announcement by UKG on the next steps (provisionally end of July). Women's Aid refuges are a key part of the thinking of the UKG.

No	What	Timescale	Who	Progress
	appropriate resources for their work.			
3.5	Explore the current effectiveness of the social work response, and consider steps to improve this	2017-21	Scottish Government Social Work Scotland	Discussions on this will be taken forward in due course.
3.51	Establish a Safe and Together Institute for Scotland, and support the development of a demonstration project on the 'Safe and Together' model of child protection in a domestic abuse setting – encouraging a common understanding that perpetrators of abuse should be assessed and	2017 onwards	Scottish Government Safe and Together Institute	The Scottish Government has funded Social Work Scotland to commission scoping work to consider how best to support development of the Safe and Together model in Scotland. The scoping work includes consultation with local authorities and key stakeholders. The work will be completed in late 2018.

No	What	Timescale	Who	Progress
	held accountable on their parenting choices which includes the perpetration of domestic abuse			
3.52	Review how national and local specialist services for women and children experiencing gender based violence are commissioned and funded, and how we can ensure quality and sustainability of service	2018 onwards	Scottish Government COSLA	Scottish Government, COSLA and the Improvement Service will progress this commitment with meetings to take place late 2018/early 2019 to discuss how to move forward.
3.53	Support local third sector organisations receiving funding from the Equally Safe (Violence against Women and Girls) Fund to improve governance, financial	2017-20	Scottish Government Voluntary Action Fund	VAF has delivered a series on workshops to organisations funded within the ESVAWG Fund with good feedback. These include Building Sustainable Projects, Financial Governance, Financial Management and Good Governance. Development Support Plan for 2018/19 has yet to be finalised, which will consolidate on the learning as well as identifying and sharing good practice from the sector.

No	What	Timescale	Who	Progress
	management and sustainability			
4.1	Progress the Domestic Abuse (Scotland) Bill through Parliament to create a specific offence of domestic abuse that will cover not just physical abuse but also other forms of psychological abuse and coercive and controlling behaviour that cannot easily be prosecuted using the existing criminal law, with a statutory sentencing aggravation to reflect harm done to children through the abuse of their parent/carer	2017-18	Scottish Government	The Bill was passed in February 2018 with implementation expected in April 2019.

No	What	Timescale	Who	Progress
4.2	Consult on the terms of the child cruelty and neglect offence contained in the Children and Young Persons Act 1937, including whether the offence requires to be modernised to include emotional and psychological abuse and archaic language removed	Early 2018	Scottish Government	A consultation was launched on 23 August 2018 and will close 14 November. The consultation sets out the Scottish Government's proposals for a modernised offence, including making it explicit that 'emotional harm' is within the scope of the offence.



No	What	Timescale	Who	Progress
4.3	Streamline the process of applying for a Forced Marriage Protection Order, by legislating to bring Police Scotland in as a third party for the purposes of application	By end 2017	Scottish Government	<p>The Scottish Government amended the Forced Marriage etc (Protection and Jurisdiction) (Scotland) 2011 Part 1 Section 3(1), allowing Police Scotland to become a relevant third party and allow them to directly make applications for Forced Marriage Protection Orders. The Forced Marriage etc. (Protection and Jurisdiction) (Scotland) Act 2011 (Relevant Third Party) Order 2017 was laid in parliament 21 December 2017 and passed on 19 March 2018.</p> <p>Following discussion with key stakeholders in the Scottish Government facilitated Forced Marriage network, it has been agreed that civil remedies for those at risk of forced marriage are most effective and that the application process for a Forced Marriage Protection Order (FMPO) could be made easier for police. This SSI brings Police Scotland within the coverage of section 3(1). Doing this would allow Police Scotland to apply directly to a court as required, without first having to seek permission before making the application. This will remove a step from the application process and may help in securing an order quickly when there may be a need to act promptly to keep a person who is at risk safe. Statutory guidance is in the process of being updated.</p>
4.4	Consider the recommendations of Lord Bracadale's review of hate crime legislation, particularly as it relates to gender as a protected characteristic and online misogyny	Mid to late 2018	Scottish Government	<p>On 31 May this year Lord Bracadale published his review into hate crime legislation in Scotland. We have accepted his recommendation to consolidate all Scottish hate crime legislation into one new hate crime statute and will use his report and recommendations as the basis for consulting on the detail of what should be included in a new hate crime bill.</p> <p>The consultation will be launched in November 2018.</p>

No	What	Timescale	Who	Progress
4.5	Seek reassurance that justice agencies are ready for implementation of the Domestic Abuse Bill including that there is an appropriate level of understanding for those involved in such cases of the new offence of domestic abuse including trauma informed practice for all people who work with women and children	2018	Scottish Government	This reassurance will be sought through the operation of the Domestic Abuse Act Implementation Board over the second half of 2018.
4.6	Develop multi agency domestic homicide reviews with Police Scotland and partners learning from practice in	2017/18	Scottish Government ASSIST Police Scotland	Work on developing multi agency domestic homicide reviews is being led by ASSIST and Police Scotland, who are considering a range of options to take this work forward. This will include the establishment of a working group involving key stakeholders to ensure that consensus on the way forward can be achieved. The Scottish Government will continue to work with partners as this work progresses.

No	What	Timescale	Who	Progress
	other jurisdictions which have allowed for improvements in practice.			
4.7	Work with the Scottish Civil Justice Council on case management in family actions, including in relation to child welfare hearings – recognising that these types of hearings and contact cases require careful consideration to ensure that victims of domestic abuse are protected from further abuse	2017	Family Law Committee of the Scottish Civil Justice Council	<p>Family law Committee of the Scottish Civil Justice Council reported in October 2017  (<a href="http://www.scottishciviljusticecouncil.gov.uk/docs/librariesprovider4/flc-meeting-files/flc-meeting-papers-23-october-2017/paper-5-1a---report-by-flc-sub-committee-on-case-management-in-family-actions-(revised)--private34ae4ba7898069d2b500ff0000d74aa7.pdf?sfvrsn=2">http://www.scottishciviljusticecouncil.gov.uk/docs/librariesprovider4/flc-meeting-files/flc-meeting-papers-23-october-2017/paper-5-1a---report-by-flc-sub-committee-on-case-management-in-family-actions-(revised)--private34ae4ba7898069d2b500ff0000d74aa7.pdf?sfvrsn=2</a>)</p> <p>Scottish Civil Justice Council have launched a consultation on the report by the Family Law Committee  (<a href="http://www.scottishciviljusticecouncil.gov.uk/docs/librariesprovider4/c-consultations/scjc-consultations/consultation-on-the-case-management-of-family-and-civil-partnership-actions-in-the-sheriff-court/consultation-on-the-case-management-of-family-and-civil-partnership-actions-in-the-sheriff-court.pdf?sfvrsn=2">http://www.scottishciviljusticecouncil.gov.uk/docs/librariesprovider4/c-consultations/scjc-consultations/consultation-on-the-case-management-of-family-and-civil-partnership-actions-in-the-sheriff-court/consultation-on-the-case-management-of-family-and-civil-partnership-actions-in-the-sheriff-court.pdf?sfvrsn=2</a>)</p>

No	What	Timescale	Who	Progress
4.8	Expand the innovative Caledonian Programme so that more male perpetrators of domestic abuse can receive specific rehabilitation services designed to address the issues giving rise to their offending behaviour	2018	Scottish Government	In April, the Scottish Government announced additional funding from Violence Against Women and Girls Justice budget of £2.8 million over two years (2018-20) to expand the Caledonian Programme. Local Authorities not currently delivering Caledonian were invited to bid for this funding to support the roll-out of the Caledonian System in their area. Successful bidders have now been announced and the programme will now be delivered to an additional six Local Authorities.



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